

**James W. Scott**

**Chief Operating Officer ■ Vice President of Manufacturing**

**Global Manufacturing, Operations & Distribution**

15 July 2004

Neal Lawrence  
UNI Group  
411 W. Fulton Pkwy  
Chicago, IL 60614

**IN RE: SOLUTIONS FOR THE UNI GROUP'S CURRENT PRODUCTION AND DELIVERY CHALLENGES**

Dear Mr. Lawrence:

In these uncertain economic times, today's manufacturing enterprise is obligated to take an urgent and comprehensive approach to operational efficiency, cost structure, and quality. Globally, manufacturers are reprioritizing business plans to better manage their plants and products to create profit and growth, despite the soft economy. Today's conundrum? Do more with less. This is where I can help.

Some background: Using 20+ years' experience in the planning and management of full-scale manufacturing operations in the US and Asia, I can provide the UNI Group with the capacity to efficiently and cost-effectively produce and deliver a quality product. In addition to offering a full span of senior-level management and operations competencies, I bring the added value of extensive core-management team qualifications combined with a practical understanding of technology.

The following are highlights that may be of value to you:

**Deliver consistent contributions in double-digit cost reductions and gross margin improvements, technology enhancements, and systems innovations.**

Visiting operations daily is my practice—allowing for consistent emphasis on quality and strategic innovation of systems. I approve order scope and job costs, generating respect and priority treatment by contract manufacturers for best quality and delivery. As a member of core management teams, I change-manage top-down to garner buy-in and improve profits / operations.

**Over ten years' Pacific Rim experience—Hong Kong, Shanghai, Thailand—in full operations management of contract manufacturing facilities. Managed \$25 million FOB business in 2002.**

Skilled in locating and contracting factories, I hire management; set production schedules, price, and quality controls; coordinate shipping activities; and open and manage Asian-based satellite offices. Living and working in Hong Kong for three years, and working in Asia for three+ months annually for seven years, has given me critical cross-cultural skills.

**Known for ability to understand disparate business culture nuances and effectively interface with local workforce and factory management.**

As a sign of respect for Asian associates I have made sure that I speak some measure of Mandarin and Cantonese; however, I rely on local translators to manage communication in numerous regional dialects, thus permitting a clear understanding of intent that delivers a better cost, product, and sell-through.

Mr. Lawrence, based on both my research of your company and my experience, I have a number of well-considered ideas that will help the UNI Group to conquer your off shore manufacturing and delivery challenges. I believe a meeting would be mutually beneficial and I look forward to discussing your needs and my solutions in person. I'll call you next week to set up an appointment.

Sincerely,

James W. Scott

Enclosure