

# DESIGN LABS

INCORPORATED

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To whom it may concern:

It has been a great pleasure working with Scott Downie, Technical Director for Piano Disc, for the past few years. I feel he played a key role in Piano Disc's growth from a struggling startup to a \$15M per year corporation.

Design Labs is a product design firm and has been responsible for most all of Piano Disc's engineering and design; Scott has been fundamental in directing and evaluating the design process.

I certainly would have made a position for Scott at Design Labs if the legal situation would have allowed it, and I will certainly miss working with him in the future. I know that Scott will be a key employee at the next company that is lucky enough to get him.

I would be happy to discuss his qualifications and attributes with anyone who cares to do so.

Sincerely,



Andrew Martvick  
Director of Engineering