

November 3, 1997

Mr. Randy Crump  
Electech, Inc.  
2821 N. 4 Street, #115A  
Milwaukee, WI 53212

Dear Randy:

Your term of appointment to the Research Park Corporation Board of Directors has expired. I would like to take this opportunity to express my gratitude and appreciation to you for your dedication and service. You may be assured, your efforts and contributions have made a significant difference.

Thank you again and best wishes in your future endeavors.

Sincerely,

F. Thomas Ament  
Milwaukee County Executive

FTA/dl