

D'Arcy

D. Stan Fields III Executive
Chief Officer

March 28, 2002

To Whom It May Concern:

During the past six years, I have had the pleasure of working with Terry Shaughnessy at D'Arcy Detroit. Terry has displayed an outstanding sense of corporate loyalty, and a terrific grasp of his position in Account Services.

Terry is the consummate team player and always strives to work closely with all members of his internal account team and has built strong relationships with the clients he leads and serves. He has shown strong commitment to nurturing and growing not only client's business, but also has excelled in helping to improve the profitability of the agency.

Terry possesses excellent organizational skills and has the ability to concurrently, and successfully, manage a multitude of projects and assignments. He always strives to fully engage and empower those on his team in order to deliver smart, creative, business building solutions that are consistently on time and on budget.

I feel that Terry would be a valuable asset to any corporation. Please feel free to contact me if you have any questions.

Regards,

A handwritten signature in black ink, appearing to read "D. Stan Fields III", written in a cursive style.