

Jim Biwer
19212 Joseph Curve
Eden Prairie, MN 55346

Dear Jim,

Thank you for your contributions to our EDI group at Fiskars North American Headquarters.

You are successfully completing a short-term contract in which you worked with our external trading partners and our internal users. As a member of the EDI team, you primarily used GXS / Invis TrustedLink to implement new trading partners and to setup new transaction sets for existing customers.

Thanks again and continued success.

Regards,

Bill

A handwritten signature in black ink, appearing to read "Bill Ayers", with a long horizontal flourish extending to the right.

Bill Ayers

IT Service Manager

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