



February 7, 1999

Hello,

Ray "Sketch" Gustafson is an excellent Entertainment Cast Member. He is committed to and passionate about his work. He demonstrates leadership qualities and has been selected for a leadership position in this department.

In working with fellow Cast Members and guests, he demonstrates maturity and sound judgment. He can be trusted to follow through with and live up to commitments. His background and artistic talents make him an asset to this company.

In the time that I have known him, I've observed that he often takes the initiative to get a task accomplished. He is respected by his managers and coworkers. Though over-qualified for his current position, he gives it his all. I strongly recommend him for advancement in this company.

Sincerely,

A handwritten signature in cursive script that reads 'Debbie Kale'.

Debbie Kale
Entertainment Manager
Disney MGM Studios