

30th September 1999



**ARMSTRONG
FASTENINGS
EUROPE**

A DIVISION OF ARMSTRONG FASTENINGS LIMITED.
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To whom it may concern

Reference for Ms. Kerstin Martens.

Ms Martens has twice been in the employment of Armstrong Fastenings Ltd. both in the UK and Germany.

Kerstin's first role was as Group Sales Administrator for Mainland European Automotive Accounts. Starting in April 1995 her responsibilities were primarily to oversee all service elements into both General Motors and Volkswagen Group. Kerstin quickly adapted to the English culture and became a leading personality within the Sales Team. Kerstin's efforts were key in the development of these accounts at a critical time for Armstrong.

She left the UK to move back to Germany.

Kerstin rejoined Armstrong in May 1998 as Branch Manager to a new Armstrong Distribution venture. Working within an Exel Warehouse Kerstin's responsibilities were from generating sales orders through to invoicing.

Due to the efforts of Kerstin we have developed many new distribution accounts throughout Northern Europe.

Although a relatively short space of time has elapsed since commencing this operation, we exceeded 1998 sales forecast by 26% and remained within 5% of 1999.

Due to the difficult market conditions both in the UK & Mainland Europe, Armstrong decided to close our European operation down in September 1999.

In the 4 ½ years I have known Kerstin she has always carried out her duties with utmost professionalism. An important team member always willing to contribute outside of her responsibilities. Her attendance & punctuality was always excellent.

Armstrong had offered Kerstin another position back in the UK, but her desire was to remain in Germany.

Yours sincerely,

D. A. Wilkes
Commercial Manager

