



August 17, 1998

Dear Bruce:

I want to take this opportunity to thank you for helping MACTEC win the 1998 *Washington CEO* magazine award for one of the best companies in Washington State to work for. As you remember, we also won the award in 1996. This year's award is even more meaningful considering the many changes which have occurred since winning the 1996 award. In addition to winning the sixth place award for a mid-sized company, we also received the award for our employees having the most responsibility. These awards are based on anonymous surveys provided by the MACTEC staff as well as an in-depth questionnaire completed by the management. Corporate references are also contacted and their responses are evaluated as part of the award process.

Employees are what make a company successful, they join together to create a valuable team. One of the areas, which was suggested by our employees, that needed improvement was that of communication. This letter is a step in that direction to recognize that need. Any suggestions for improvement in communications or any other areas would be welcome.

Again, thank you, for your dedication, professionalism and support in making MACTEC what it is today. Your clients appreciate your hard work and so do we!

Sincerely,

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A. M. Sastry, Vice President MACTEC

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