

WHITMAN

Whitman Corporation  
3501 Algonquin Road  
Rolling Meadows, IL 60008-3149  
(847) 818-5010  
FAX (847) 818-5046

Lawrence J. Pilon  
Senior Vice President  
Human Resources

June 5, 1997

To Whom It May Concern:

This is a letter of reference for Mr. David A. Hertog, President, Hertog & Associates.

I have personally engaged and worked with Mr. Hertog over the last several years. His work for Whitman Corporation and its subsidiaries has been primarily in the areas of:

- Investigation
- Executive protection
- Safety and security surveys in our offices and plants

In all of my dealings with Dave Hertog, he has displayed an extremely high level of professionalism in all respects. He is responsive, thorough and technically competent in his work. He has earned the trust and respect of our senior executives and other employees with whom he has worked. He is able to maintain a high degree of confidentiality and his judgment has been exemplary.

Dave presents himself well, communicates effectively and handles difficult situations in a calm manner.

We do not have a corporate security department, so we call upon Dave to handle a wide variety of assignments for us. He has always performed exceptionally well in every assignment.

I would not hesitate to recommend David Hertog's services to anyone who has a need in his areas of expertise.

I would be more than happy to personally discuss Dave's capabilities with anyone who may desire to do so.

Sincerely,



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