

# R RIVERSIDE FURNITURE CORPORATION

Mary K. Foster  
Senior Vice President - Sales & Marketing

November 8, 1999

Mr. Tony McKeon  
Matthew Ryan & Associates  
5000 Birch Street  
Suite 3000  
Newport Beach, CA 92660

Dear Tony:

I want to thank you for all your help during my transition from Ethel M Chocolates, Inc. to Riverside Furniture Corporation.

You are a very talented individual, with a great network of contacts who clearly excels in the role of advisor/leader to individuals in transition. You have a very detailed program that is proven through years of success. I recommend that anyone looking for a strong coach, with a proven track record to provide direction during a transition look to you.

Thanks again for your help and support.

Sincerely,

Mary K. Foster  
Senior Vice President Sales & Marketing

P.O. BOX 1427 • FORT SMITH, A



January 10, 2000

Mr. Tony McKeon, President  
Matthew Ryan & Associates  
5000 Birch Street  
West Tower, Suite 3000  
Newport Beach, CA 92660

Dear Tony,

Now that the dust has begun to settle at my new company, I can take the time to appropriately thank you for the outstanding effort you and your associates very professionally put forth throughout my career transition.

As mentioned during our initial discussions, over twenty years, I had the opportunity to gain exposure to some of the largest outplacement and career transition management firms in the country. By comparison, your firm held genuine interest in my advancement — and it had everything to do with the results.

Again, my heartfelt gratitude for all you did as the "CEO" of my transition project — a project that resulted in my securing a position as an executive officer of a very exciting new dot.com company.

Please do not hesitate to use me as a reference with future clients. We will remain business allies and I value greatly the opportunity to have become friends.

Sincerely yours,

Steven E. Tartaglini  
President

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