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January 4, 2005

Mr. Jeff Vogelsang
Managing Partner
Promontory Point Partners, LLC
5537 S. Hyde Park Blvd.
Chicago, IL 60637

Dear Jeff,

We have just completed another good year at Source North America and I wanted to take a moment to thank you for your continued support and guidance. It has been several years now since I bought out my brothers and your counsel throughout that process as I grew the business has been invaluable. As you know, business is not always just about money or ego; it is also about doing the right thing. Sometimes my inclination towards generosity or family may have been leading me to do what appeared right at the time but which would have ultimately proven to have been a short-term solution to a sensitive issue.

Your willingness to listen to my concerns and to understand who I really am has meant a lot to me in my decision making over the years. While you can come off to others as somewhat rough around the edges, I have come to find that you truly do care about my business and my family. The business, and my relationship with my brothers, has had their ups and downs over the last several years. With the help and reinforcement of good decisions you have provided, I have a great deal of comfort that I made the right choices.

Because of my confidence in you, I had no reservations about referring you to one of my business friends when his company was struggling. True to form, you helped him immensely and I know that your firm has become a resource for him as important as it is to me.

Lastly, I can think of no other way to express my confidence in you than to restate that you are a critical part of my estate plan in case I am ever incapable of running the business. I trust you to help my family through a difficult and emotional time with the compassion and wisdom I know you bring to every client. I hope I will never need you for such a service but it brings me comfort to know that I have a resource such as yourself if the need ever does arise.

Thanks again for all that you have helped me with over the years. I truly appreciate it.

Sincerely,

A handwritten signature in blue ink that reads "Glen W. Corkill".

Glen W. Corkill
CEO and President