



**Starbucks Coffee Company**

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**Jim Donald**  
President, North America

To Whom It May Concern:

Michael Leon is a professional, dedicated, hard-working individual. He is respected by me, other management and his fellow coworkers. I find he is a creative individual with great integrity and respect for others. I highly commend his admirable work ethic.

As former Chairman, President and CEO of Pathmark, I had the pleasure to be in situations where I had to call upon Michael's expertise. For example, cashier pins, signs, posters, video props, watches, certificates and logos were some of those projects Michael worked on for me. Visual reinforcement was essential for promoting our vision and helping raise profit margins. Michael's role was to take our ideas, incorporate his own and transform them into an effective marketing tool. His design skills, organizational ability and initiative to solely correct problems with outside printers and vendors were a true asset to and made our projects successful. Michael Leon's talent and work values helped me to maintain our high standard of quality and meet my tight deadlines.

In working with Michael within the last five years, the results I encountered have been outstanding creative solutions, a pleasant demeanor and a team oriented spirit. I found it was those qualities that promoted our smooth work flow and resulted in final products that I was proud to display. I am confident that Michael will be a success and asset with whomever he chooses to work with.

I would be happy to discuss my relationship with Michael. Please feel free to contact me at Starbucks Coffee Company. My direct line is 206-318-8575.

Sincerely,



Jim Donald  
president, North America