

.....

Alan West
Senior Lead Software Engineer
Semitool, Inc.
655 W. Reserve Dr.
Kalispell, MT 59901

SEMITOOL, INC.

Dear Sir or Madam:

I have known James Haring since he joined the Semitool software department in September of 1995. He had a wide range of life experience and the professional skills which made him a great candidate to succeed with us. I was his coworker and immediate supervisor during his tenure at Semitool.

During his 2 years of employment with Semitool, James was a conscientious worker, performing his tasks in a timely and efficient manner. He was advancing as expected and taking on more responsibilities all of the time. He wrote software for a variety of product lines during his time here and willingly faced new challenges.

James is able to take instruction but independent and determined enough to work on his own to find the best solution to problems.

James left Semitool in October of 1999 to pursue a software position with another company in the valley. I would recommend him for your position.

Sincerely,

Alan West
Sr. Lead Software Engineer



.....