

M & N ALLOY

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To Whom It May Concern,

Charles Allen and his first class Better Benefits for Less team delivered the very best-in-breed employee benefits package to our owners, executives and employees that we've ever experienced in our over 30 year history. And, they delivered dramatic savings to our owners, executives, employees, and our company's 'bottom-line'!

The Owner / Executive Policies and other key corporate policies they've implemented have been paramount to the continued success and the very future of M&N Alloy, Inc.

We'd recommend them to any employer seeking to truly realize Better Benefits for Less.

Respectfully,

Ronald W. Minor

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Chairman & CEO

M&N Alloy, Inc.