

TARSUS

TARSUS PUBLISHING LIMITED

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To whom it may concern

Re: John Carson

John Carson joined the Tarsus Publishing Group in July 1997 to provide editorial support to a busy publishing team producing five trade magazines, including a new title on "Product & Image Security" which had recently been launched.

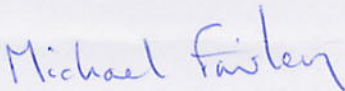
With a particular interest and enthusiasm for the security title John rapidly progressed to be appointed as editor of the magazine in 1998. Today, the journal has a readership throughout the world and is highly regarded for the quality of its content and presentation. John has been instrumental in taking this newly launched title to such an international reputation.

Extremely conscientious in all that he does, John has had responsibility during his time with the Group for news selection, sub-editing, writing of feature articles, commissioning external writers and working with the production team in page planning, galley proofing and finalising pages for printing – all with great success. Time, attendance and sickness records have also been good.

Since joining the group it has become a public Stock Exchange quoted company and it is currently undergoing some reconstruction. This involves re-location of Tarsus Publishing from Hertfordshire to Kent at the end of October 1999. Because of family and other commitments John has decided not to accept the Group's re-location package and has elected to leave the company's employment.

He will be difficult to replace and his ability and energy will be sadly missed. We wish him well with his future employment and are pleased to commend him to any prospective employer. Should the occasion arise we would be happy to re-employ him – conscientious and able editors with good writing and journalistic ability are not easy to find.

Yours faithfully,



M. C. Fairley
Managing Director

TARSUS

To whom it may concern,

John Carson has been working as editor of Product & Image Security (P&IS) magazine for the last two years, as well as deputising for me on all editorial matters. John joined the company as deputy editor. He rapidly took hold of what was a new magazine without a strong editorial direction or focus and turned it into the leading publication in this completely new area of the market, looking at all aspects of security from anti-counterfeiting to smart cards and beyond.

John was instrumental in building up a strong list of regular columnists and in establishing the magazine's presence by attending press conferences and interviewing key executives. He also made a major contribution to the success of the first International Product & Image Security Convention in Barcelona.

John had an important role in deputising for me on the Group's other three titles, handling all editorial enquiries, proof reading and attending and writing up press conferences.

We understand why John is unable to make the move with the company to Bromley, but regard his departure as a great loss to the Tarsus Group.



Andy Thomas
Group Managing Editor
Tarsus Publishing

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27th August 1999

TO WHOM IT MAY CONCERN

I have worked with John Carson since I joined Tarsus Publishing in May 1998 in the position of print and publishing manager where it is my responsibility to ensure all of our publications are published efficiently and on time.

John's efficiency and attention to detail has resulted in the magazine *Product & Image Security* being one of the easiest publications that I have ever worked on.

The magazine goes through with the minimum amount of amendments or alterations thus ensuring that any extra costs are easily contained within the budgeted forecasts.

John, during his time as editor has implemented many new ideas and has influenced the look and direction of the magazine which has taken it into a position of authority in its field.

I have no hesitation in recommending John as a hard working and conscientious member of staff, a person I would gladly work with again.



John Hoskins
Print and Publishing Manager



October 1, 1999

To Whom It May Concern:

It is with great pleasure that I'm able to offer my colleague John Carson a letter of recommendation. I have worked closely with John for the past year, and have come to know him as a reliable and highly ethical individual.

In my role as the Development Manager for *Product & Image Security* magazine, I've looked to John for guidance on editorial issues and not been disappointed. As my Editor, I reported to him when I covered events in North America for this fine international publication.

Although the bulk of my duties pertain to marketing, John and I worked together on several fronts, including a security conference (PISEC '99) that the magazine sponsored. John's leadership helped to make this conference so successful that it has now become an annual event.

John's decision to leave Tarsus Publishing is understandable, because anyone who has worked with him realizes that he is destined for bigger and better things. However, my happiness for his prospects are tempered by the fact that Tarsus is losing a key player that will be very difficult to replace.

Feel free to call me if you require additional information. I may be reached in the Tarsus USA office in Rosemont, Illinois at (847) 318-1524.

Sincerely,

A handwritten signature in cursive script that reads "Charles Maier".

Charles Maier
Development Manager
Product & Image Security magazine



We publish "Product
& Image Security Newsletter".



31 August, 1999.

81 Houting
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U.K.

To Whom It May Concern:

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This letter is a business reference for John Carson.

I have known John Carson for just over two years. I have worked over this period with John to edit and publish Product & Image Security Magazine. This is the official publication of Label & Tag Security International, a forum of print related companies that market security related products designed to deter counterfeit and fraud.

During the time I have know~~w~~ John I can vouch for his enthusiasm, skill and judgement which was required to ensure we produced a high quality, well respected publication. I am pleased to say that we have achieved a level of editorial excellence in our journal that often draws compliments from our members, advertisers and other readers.

Yours sincerely,


Jeremy J. Plimmer DipM., M.C.I.M., A.Inst.Pkg.
Secretary General.
Label & Tag Security International

The international forum for
manufacturers, suppliers and users of
security labels, documents, tags, systems
and materials
<http://www.labelresource.com>