



A Rehabilitation Technologies, Inc. Company

LMB Hand Rehab Products, Inc.

P.O. Box 1181, San Luis Obispo, California 93406
265 South Street, San Luis Obispo, California 93401

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FAX (805) 541-3996

December 30, 1993

Mr. John W. Gillis, Chairman
Board of Prison Terms
428 J Street, Sixth Floor
Sacramento, California 95814

**RE: OFFER LETTER OF EMPLOYMENT FOR
PRISONER P.F. LAZOR, NUMBER C-73842**

Dear Mr. Gillis:

This letter is to certify that the above named inmate will be granted full-time employment in Santa Clara County by LMB Hand Rehab Products, Inc. immediately upon his parole from prison. Mr. Lazor is qualified for any of several positions where he would be working out of his home. I have known Mr. Lazor for six years, and I am very familiar with many of his abilities.

With his intelligence, entrepreneurial drive, and strong verbal and written communication skills, Mr. Lazor would be an ideal sales representative for LMB. My sales reps usually work out of their homes anyway since their role is not confined to the office but rather to generate business within their respective territories. Depending upon any restrictions surrounding his parole, Mr. Lazor's specific job could be tailored for either telemarketing, where travel would not be required, or in field sales, where he would be responsible for a specific geographic territory - but based somewhere in Santa Clara County.

Another clear possibility for Mr. Lazor would be an assignment as an Industrial Homemaker, manufacturing splints and other products for us on piece-rate compensation. I currently have four such employees working out of their homes, and it has been a very successful program for both the affected employees and for LMB. We have been able to significantly lower our manufacturing costs (no overhead expense) while our homeworkers enjoy the independence to set their own hours and work pace. Note that these are statutory employees, not independent contractors.

Finally, after some initial training, I could engage Mr. Lazor to perform any of several assignments in accounting, marketing communications, or possibly product development. Over the years, I have seen many of his creative inventions, music compositions, and graphic designs. Mr. Lazor has an innate tenacity and attention to detail too often absent in today's competitive business environment, and these traits could serve our company well.

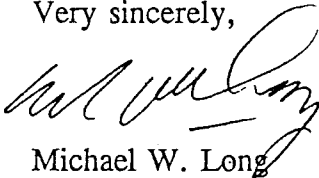
Mr. John W. Gillis, Page Two.

Aside from my offer of employment to Mr. Lazor, I would like to attest to his character and appeal for his early parole from prison. Having worked on his legal behalf for several years, I am fully aware of the circumstances pertaining to his conviction. He is the unfortunate victim of a tragic mistake in our judicial system, and I have always believed that he is innocent.

Despite having ample cause for bitterness for the severe wrong he has suffered, he has never given any indication of violence, retribution, or other anti-social behavior. I have always respected his professional demeanor in trying, albeit futile, to vindicate himself through the legal process. His frequent letters consistently expound wholesome values and genuine kindness and sincerity. I cannot help but believe that over so many long years that if Mr. Lazor was the criminal the courts have characterized, that a dark personality would have emerged. Not surprisingly, none has.

It is for these reasons that I wholeheartedly endorse Mr. Lazor for an early parole, and without hesitation have a meaningful job awaiting him once released. I am enclosing our latest product catalog to familiarize you with our company. Please do not hesitate to contact me personally should you wish any further information regarding this matter.

Very sincerely,



Michael W. Long
Vice President
General Manager

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Enclosure

cc: C. Montgomery, Esq.
P.F. Lazor

	A Rehabilitation Technologies, Inc. Company
LMB Hand Rehab Products, Inc.	
Michael W. Long Vice President General Manager	
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FOR SPACE ECONOMY,
THE CENTRAL TWENTY-PLUS
PAGES OF THIS PRODUCT
CATALOG ARE OMITTED

-[APPELLANT]