



June 17, 2009

To Whom It May Concern:

Tom Weiskopf

*Ken Siems*

I am proud to be able to provide you with a written reference for Ken Siems, whom I have known for over 17 years, in both a personal and professional basis, while he was the Director of Agronomy at Loch Lomond Golf Club in Scotland, a course I designed.

Ken was involved with overseeing the maintenance of the golf course after it was first opened, starting around 1992, at which time I was able to interact with him on various occasions when visiting the property each year. Ken was at all times very attentive to what needed to be accomplished on the golf course and was instrumental in keeping it maintained to the highest quality throughout some challenging climatic conditions they encounter in Scotland. Given the fact that Loch Lomond hosted a major European Tour event annually, Ken received great compliments and praise from the many Professional Golfers that competed, as well as the members of both European and US golf associations that conducted these events.

Over the years, Ken was extremely helpful to me, as the course designer, by communicating on a regular basis with me and my office when there were any "adjustments" needed for the golf course during the year and in preparation for the next year's tournament. His professional attention to detail on all related course matters, has certainly assisted Loch Lomond in maintaining its high course ranking not only in the UK but around the world, while being known as one of the best maintained courses on the European PGA Tour from the tournament's inception.

There is no doubt in my mind that Ken is one of the leading golf course agronomists in the world today and I have no hesitation in recommending him to any future employer who is considering him for employment.

Should you need any further information please don't hesitate to contact me.

Sincerely,

A handwritten signature in cursive script that reads 'Tom Weiskopf'.

Tom Weiskopf