



6200 W. Duval Mine Road • P. O. Box 527 • Green Valley, AZ 85622-0527
(520) 648-8500

Richard E. Stilgenbauer
Manager Human Resources

January 10, 2001

This letter of recommendation is on behalf of Mr. Richard Carter, President of Carter Affiliates, Inc. (CARE); an environmental firm.

Mr. Carter has been our principal trainer for annual Environmental Awareness classes given to our approximately 800 employees for each of the last three years. The training involves presentations in hazardous waste management, air quality, ground, surface, storm water and drinking water quality, solid waste/landfill procedures, regulatory compliance issues, labeling and container management, water conservation and Phelps Dodge Sierrita Environmental Policy and Mission statements.

His expertise and enthusiasm as an instructor helps make the class fun and he consistently receives extremely high marks on the post class evaluations. Through Richard's efforts we have made significant progress in educating our workforce, which has lead to an improvement in our environmental compliance and performance here at Phelps Dodge Sierrita.

I would be pleased to recommend his organization to any one in need of education on environmental compliance issues. He has the unique ability to interact effectively with all levels within an organization and it has been a pleasant experience to get to know Richard and attend his environmental training sessions.

Please call should you desire to speak with me directly, (502) 648-8592.

Sincerely,

A handwritten signature in cursive script that reads "Richard E. Stilgenbauer".

Richard E. Stilgenbauer