



Room 2705-8 Shui On Centre  
6 B Harbour Road, Wanchai  
Hong Kong  
Telephone : 852 2802-9618  
Facsimile : 852 2588-1344

Asia Pacific Group

November 20, 1997

Boyden India  
A-10, Green Park  
New Delhi 110016  
INDIA  
Attn.: Ajay Multreja

Dear Ajay,

I would like to express my sincere thanks for you and your team (Delhi and Mumbai) in assisting Avery Dennison with our recruitment activities in India. Our company is in a start-up mode; we are looking for people to fill positions for different functional areas.

During the past six months, it can be observed that you have been using a very systematic approach to these search assignments. There were good discussions with our management team, and it appeared that you have good understanding of our needs, as well as Avery Dennison company values.

The result of your work has demonstrated that the assignments have been carried out a very professional manner and I am satisfied with the candidates that you have presented so far. It now becomes a challenge for us in the retention for these highly motivated employees.

Again, thank you for your support. I look forward to having a long lasting "business partner" relationship with your company.

Best regards,

Kenneth Hui  
Director of Human Resources  
Asia Pacific Group