



Jeff Zucchi
President, Strategic Moves
former Executive Vice President, Escalade Sports
former President International Operations, Escalade Inc.



Dear George and TBS Group members,

As you know, I've been working with TBS now for about one half of your existence. When we started together, back in 1996, neither of our businesses was very large. Due to much hard work on TBS's part, and on the part of many factories in China and Taiwan, our company was able to grow from \$9 million up to almost \$90 million. This success could not have been made possible without the leadership, support and strong management at TBS.

When TBS began, nearly 1980, Chinese made products were just coming into the American market. Many problems existed and many Taiwanese and Chinese businesses failed because of an inability to work with American companies needs and goals. TBS navigated and was able to succeed because of your ability to produce quality products and provide needed customer support.

Today, the business climate is completely different. Chinese products in the U.S. are more common than even American-made products. However, today the market is weak, retailers struggle and consumers need very good reasons to buy. Still, even within this environment, TBS continues to be successful and helpful.

I'd like to thank you for all you have done to help in the past 30 years, and what we should expect will be the next 30 years as well. Congratulations to you George for your leadership and chairmanship of TBS, and congratulations to the staff of TBS for their contributions to it's success.

Sincerely,

Jeff Zucchi
President, Strategic Moves