

Andy Leung**CEO, VTech CMS Division****Taipo, Hong Kong**Date: August 16th, 2014**Subject: Letter of Recommendation****To Whom it May Concern**

I am writing to recommend Rolf Seichter, Owner & President of HTCS, LLC in Gilford, New Hampshire who was a full time employee in the VTech CMS Division until his retirement on March 31st, 2014.

I have met Rolf for the first time in 1999 when I hired him as the V.P. of Business Development into the Contract Manufacturing Marketing Group, with the operating base in the US. Rolf had also the responsibility to identify the location of the new office which became then the VTech Telecom LLC, Cambridge, MA. Rolf was essential in identifying and closing new business opportunities for my CMS Division in North America and Europe.

Rolf left VTech CMS in 2001 to pursue other interests, but I asked him in 2004 to re-join our CMS Team as the President of the New Business Development for my CMS Division. His role and responsibility was to expand the CMS client base in North America and Europe, to hire Manufacturer's Representatives, with focus on high-tech companies and especially in the Pro-Audio/MI, Telecom, Power Conversion, Wireless, Industrial, Medical, and Lighting markets and applications.

Rolf developed the business successfully through his technical knowledge, passion, common business sense, constant communication and potential customer contacts and meetings, such as visiting the high-tech exhibitions like CES, CEDIA, NAMM, Electronica, and the Hannover Fair. Rolf established for VTech CMS over the past 12 years many new opportunities and new clients. I was very pleased to see how Rolf managed to establish the potential customer relationship from the first contact up to the placement of a Purchase Order during the decision making processes at the client's side, combining it with the skill to combine and negotiate strategic aspects with cultural elements on each side. I and my team have always received from Rolf immediately the proper visit reports and updated communication after he met with clients. Rolf passed the Patent Bar Exam in 2008 and his knowledge of Patents and IP issues was a great asset when he spoke with potential clients in regard to Outsourcing and the protection of IP.

Rolf was always interested in a simultaneous ongoing education beside practical work experience. Upon his request, I approved his full tuition payment by VTech for the MBA Program at Suffolk University in Boston, MA, where he graduated from in 2006 as best in class.


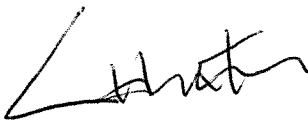
Rolf became over the past years a "Business Developer Strategist" because of being able to apply several natural and important skills, which include the "thinking outside of the box" and "going the extra mile". I was able to count on Rolf's immediate availability when needed and to process my request for immediate action when needed. Rolf has always kept his eyes open for areas which might require improvement in our group and provided me with a proper alert and recommendation when he felt that a situation requires the attention of the senior and/or top management.

I had discussed Rolf's retirement from VTech CMS first in 2012 and the date of March 31st, 2014 had been selected. It was also decided to retain Rolf as a Manufacturer's Representative so that he can continue to work on a commission basis for VTech CMS and the business development of new clients.

Now, five months down the road, Rolf has since founded HTCS, LLC, which is not only a continuing Manufacturer's Representative for VTech CMS and other high-tech firms, but also a valuable Consulting vendor for the industry, where these clients might become potential clients for VTech CMS at a later stage.

In summary, I would like to thank Rolf for his long time service for the VTech CMS Division. Myself and my team are looking forward to working with him on the CMS Business Development activity and the recruitment of new clients for the Division.

Sincerely,



Andy Leung

CEO, VTech CMS Division