

April 5th, 2001

Mr. Robert G. Plaster
Air Accessories & Avionics, Inc.
8328 NW 30 Terrace
Miami, Florida 33122

Dear Mr. Plaster,

This letter is to notify you that the Jackson Health System's Corporate Employee Assistance Program, (EAP), conducted a one-hour Employee Training on Drugs and Alcohol in the Workplace on Monday, March 26th, 2001. This training meets the Federal Aviation Association, (FAA), requirements for your company, Air Accessories & Avionics, Inc.

The topical elements of the Employee Training on Drugs and Alcohol in the workplace covered the following information:

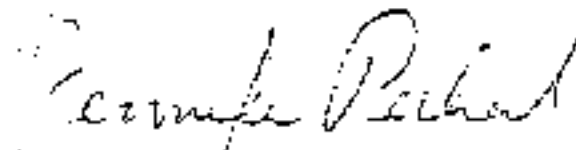
- The impact of drugs and alcohol in the workplace and in the society at large.
- A working knowledge of the company anti-drug and alcohol policy, testing procedures, positive test policy, and rehabilitation and assistance resources.
- Methods for communicating the employer's company anti-drug and alcohol policy and anti-drug and alcohol program.
- Recognition of signs and symptoms of substance abuse and profiles of at-risk employees.
- Understanding the behaviors, evidence, and circumstances that contribute reasonable-cause for drug testing and the ability to document those circumstances.
- Methods of confronting suspected drug abusers that lead to drug and alcohol testing and any appropriate corrective action.
- Confidentiality and how it applies to the anti-drug and alcohol program.

Listed below are the names of the employees who attended the Employee Training on Drugs and Alcohol in the Workplace.

- | | | | |
|----|-------------------|----|-----------------|
| 1. | Robert G. Plaster | 2. | Juan Aleman |
| 3. | Ramon Garcia | 4. | Remigio Sanchez |
| 5. | Luis Ojeda | 6. | Frank Santana |
| 7. | Roger Garcia | 8. | Oscar Hernandez |
| 9. | Angie Carrin | | |

Please feel free to contact me if you have any questions. Please keep this letter on file.

Sincerely,



Jennifer Pechenik, MPA, LCSW
Employee Assistance Program Director
Jackson Health System/University of Miami Medical Center