



March 16, 2009

Professor Jianjun (J.J.) Wang
Department of Advanced Educational Studies
School of Education
California State University, Bakersfield
9001 Stockdale Highway
Bakersfield, CA 93311-1099

Dear Professor Wang:

Thank you for supervising Drs. Hui Fan and Jindong Li in gathering quality control data for statistical modeling at the PIC over the past 18 months. Dr. Jindong Li's work has impressed us so much, and we have decided to hire him as our regular employee. We will support his petition of U.S. residency before the expiration date of his postdoctoral fellowship.

Regarding Dr. Fan's status, we concur with your positive evaluation of his performance. This letter is hereby to confirm that the Pavilion Integration Corporation intends to extend the support of Dr. Hui Fan for his postdoctoral research under your guidance for additional 18 months, from October 1st, 2009 to March 30th, 2011. We have allocated additional fund for this purpose. He will receive \$38,000 for one year and \$57,000 for 18 months. In addition, we will continue covering the medical insurance for him and for his spouse during this period.

I am pleased that we are able to support expansion of your research agenda in the statistical quality control area through repeated grant payments. I am confident that you will have another productive year with the postdoctoral fellows you chose to work with.

Cordially,

Ningyi Luo, Ph.D.
President and CEO
Pavilion Integration Corporation