



December 7, 1993

To Whom It May Concern:

AGI and specifically Ms. Bomes have been engaged by Hasbro, Inc. over the course of the past two years on a variety of assignments. I have worked closely with Ms. Bomes and other associates at AGI over this period of time. I can only characterize the quality of their services as of the highest professional caliber.

In specific terms, Ms. Bomes herself has consulted on our behalf in a variety of environments within Hasbro. She has been a proactive agent for change in the company's approach toward employee relations and human resources management. She has assisted the top management team of one of our major toy divisions in analyzing its mission and structure. She has conducted several organizational assessments for us in areas where there appeared to be human relations or management issues preventing the accomplishment of organizational objectives. She has participated in the design and execution of training and development programs to address needs identified as part of her organizational and human development consulting. These are but a few of her contributions.

To characterize Ms. Bomes as one of our consultants or as a business vendor does not describe the extent of her contribution to our organization. She and AGI are valued members of our team. Ms. Bomes and her organization come highly recommended by this party. We look forward to a long continuing relationship.

Sincerely,

A handwritten signature in blue ink that reads "Robert F. Carniaux". The signature is fluid and cursive.

Robert F. Carniaux
Director, Compensation & Benefits