

Natus Medical, Inc.  
1501 Industrial Rd  
San Carlos CA 94070  
U.S.A.

Oct. 28, 2003

To whom it may concern

Ed Hintz

I have had the pleasure of working with Ed for 2 years. As an expert in his area I believe he has been a huge asset to the company and his colleagues. He has above average communication skills and is confident in dealing with all levels of staff. I have enjoyed his sense of humour and his willingness to help resolve problems which were not really his responsibility. I wish him well and have no doubt that he will be an equally valuable resource to a new company.

Regards,

A handwritten signature in black ink, appearing to read 'K Karp', with a stylized, cursive-like script.

Kevin Karp.