

# TOYOTA

Christopher P. Reynolds  
Vice President and General Counsel  
Legal Services Group

Toyota Motor Sales, U.S.A., Inc.  
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Torrance, CA 90501  
310 468-2922

April 3, 2008

Dimitrios P. Biller  
928 Hartzell Street  
Pacific Palisades, CA 90272

Re: Recommendation

Dear Dimitrios:

This is to acknowledge your professional and legal services to Toyota Motor Sales, U.S.A., Inc., from April 15, 2003 to September 17, 2007 as a National Managing Counsel in charge of the National Rollover Program within the Company's Legal Services Group.

Your hard work, dedication, endless energy, excellent litigation management and trial skills, and superior judgment resulted in Toyota substantially reducing its indemnification costs and reducing rollover litigation against the Company between 2003 and 2007. Your unique ability to identify challenging, difficult, but defensible, cases to take to trial is reflected in the 12 cases you managed through trial in 36 months, with an unparalleled record of 12 defense verdicts. It is a credit to your extraordinary abilities to manage, prepare and take cases to trial that resulted in these defense verdicts. Each case had significant exposure to Toyota and were tried in some of the most challenging and difficult jurisdictions. You displayed a good deal of wisdom and courage to take these 12 cases to trial.

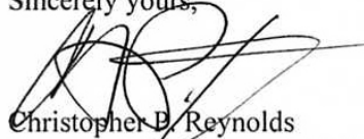
The vision and plan you developed in 2003 to gain control over and improve the rollover program, and your implementation of your vision, saved Toyota substantial money while improving Toyota's reputation as a manufacturer that designs reliable, durable and dependable vehicles. Your negotiation skills and use of the defense verdicts to obtain outright dismissals and very favorable economic settlements are very much appreciated. Your past efforts and results will continue to help Toyota obtain favorable settlements in the future.

During your legal representation of Toyota, you also assumed responsibilities for or participated in several non-litigation initiatives within the Legal Services Group to help ensure the Company's compliance with new laws impacting it. Consistent with Toyota's past and present commitment to recognize and comply with developing areas in the law, your efforts were always directed to giving the Company your best legal advice to achieve this goal and help insure Toyota's compliance efforts.

Your decision to resign was a significant loss to Toyota. However, I am sure that you will continue to succeed in the future because of your qualities as a lawyer and your dedication to work endlessly for the benefit of your clients and employer.

I wish you the best and your continued success in the future

Sincerely yours,



Christopher P. Reynolds  
Vice President and General Counsel