

NATIONWIDE
ADVERTISING
SERVICE

"HR's most preferred ad agency • offices in principal US & Canadian cities"

Wednesday, January 18, 1995

Re: Trip Reynolds

I am pleased to write in behalf of Trip Reynolds.

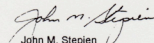
I am not familiar with the requirements of this position, so I cannot speak with any authority about Trip's ability to administer the duties involved with this position, but I can address my experience with him as an outside vendor, having known him for the past two years.

I believe Trip Reynolds to be a professional with a keen grasp on reality. He is straightforward in his demeanor and not afraid to address a negative situation. He would seek out solutions instead of fingertip.

I consider him to have vision as well as the ability to follow through. He is honest, articulate and conceptual in his dealings with my company. He exhibits a "can do" attitude with the discipline to get it done. He takes on the yoke of responsibility and has the drive and focus to achieve a goal with bottomline earnest. He is an excellent "people person" and knows his staff quite well.

If these qualities are desired in this position, Trip Reynolds would be an excellent candidate as the Director of Human Resources.

Sincerely,


John M. Stepien
Regional Vice President

6300 South Syracuse Way, Suite 580 • Englewood, CO 80111 • 303-694-3600 303-694-0555 fax



"Committed to Total Quality"