

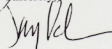
January 24, 1995

TO WHOM IT MAY CONCERN:

I have known Trip Reynolds for the last three years. As a Manager of Employment, he demonstrated many innovative approaches to staffing challenges creating more effectiveness within his organizations. In my position as the Executive Vice President of Talent Tree, we have had the opportunity to have several open and honest business discussions on current trends and staffing solutions. I can honestly say that I find Trip to be a very bright and capable individual and would recommend his talents to anyone needing a strong human resources individual.

If there is any additional information concerning Trip that I may be able to provide you, please do not hesitate to contact me.

Sincerely,



Jay Velinder  
Executive Vice President