

March 14, 1990

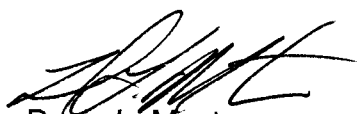
To Whom it May Concern:

Victoria Sublette has been employed as Publications Manager with Cheskin+Masten since March 1, 1989.

I have found Victoria to be efficient, full of energy and take personal pride in her work. Her expertise with Macintosh computer hardware and her knowledge of numerous software programs have made her the Macintosh expert of the company. She has taken the initiative to learn new software programs on her own to bring some of our processes in-house, which has saved the company money, as well as advancing the company technologically.

I am glad to recommend her.

Sincerely,



Davis L. Masten  
Chairman, CEO

DLM/jt