



December 16, 1991

To Whom It May Concern:

This reference letter is to indicate the capabilities and capacities of Ms. Victoria Sublette. I have known Ms. Sublette since June 1989 and have found her to be boundless in her energy and enthusiasm. During this period, Ms. Sublette worked as my administrative assistant and was able to keep both myself and an associate Vice President "managed." She has enormous skills in all administrative areas, in technical writing, and in particular in knowing all aspects of the Apple Macintosh Computer. She is unusually versed in the different software application packages and the internal systems software required to fully utilize this computer. I would doubt that any company, other than Apple Computer, has anyone who has greater Macintosh skills than Ms. Sublette. At Electronics for Imaging, even the Macintosh programmers asked Ms. Sublette how to do certain functions on their Macintoshes. Coupled with this unusual computer ability is her high work ethic, resulting in her consumption of volumes of work.

Ms. Sublette is extremely friendly and yet at the same time professional and efficient. She is a "must have" as an hire in any company and has tremendous drive in getting the job done. She constantly works to keep the office positive and is the consummate team player.

Ms. Sublette is also a stickler about her education and has for the last 8+ years continuously studied toward a college degree or worked in professional classes to enhance her skills and knowledge. Any routine job for Ms. Sublette would not be in the best interest of either Ms. Sublette or her new company.

In short, Ms. Sublette is the kind of person that makes companies succeed.

I wish Ms. Sublette the best success possible in any and all new ventures she may tackle.

Sincerely,

Donald K. McKinney
President