



June 16, 1999

Joan M. Cooney
9555 Bantry Lane
Brewerton, NY 13029

Dear Sir or Madam:

This is a letter of recommendation for Glenn Allen.

I have had the opportunity to work on a few projects with Glenn. I do not know all his skills except those he used for our projects, Proiv/SL. He picks up on things quickly and retains everything. He is always willing to help out if he can, and looking at ways to improve processes. I feel Glenn could be a plus for a company with his positive attitude and his attention to detail.

Sincerely,

Joan M. Cooney
Senior Consultant



Date: 6/23/99
From: Gregory S. Hase
Subject: Letter of Recommendation for Glenn Allen

To Whom it may concern,

This letter is to inform you that I have worked with Glenn Allen and I believe that he is a competent and valued worker. Glenn has presented good work ethics, he has shown flexibility working at multiple project and at multiple sites. Glenn is an active member of Toastmasters, the Upstate NY Y2K User Group, and ACM an IT Computing group. Glenn has also stepped up to the plate and assisted as a member of the Application Development Group. As a member of the Application Development Group Glenn provided his personal time for the work efforts and he was always there to help. It has been a pleasure working with Glenn and I would recommend his services.

If any additional information is requested please feel free to contact me at 315-458-4062.

Gregory S. Hase