



To Whom It May Concern:

This letter is to notify to anyone considering Steven Marhee for employment that I recommend him without reservation.

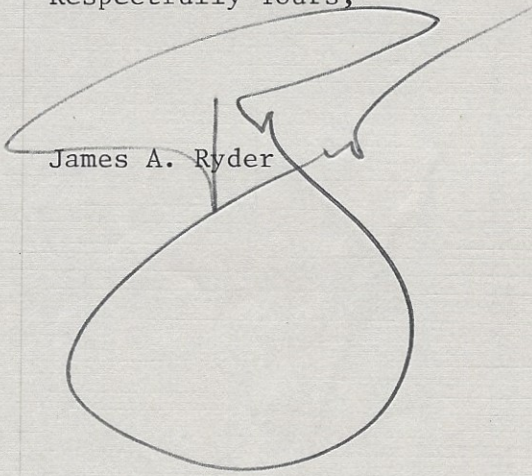
Steve came to Jartran Inc. while still in college. I have found that he has unboundless energy and exceptional communication skills coupled with common sense. These attributes are difficult to find in such a young man.

As Director of Marketing at Jarmada, Steve has been calm and a steadying influence throughout a particularly difficult start-up phase. This young man is a professional in his marketing knowledge and expertise, also he has respect and good reputation among his many contacts not only in this city, but nationally.

In times of crisis, more than once, I have turned to Steve for necessary leadership in various areas. He has the ability and tact to effectively direct people and, at the same time, to be their friend.

If any further clarification can be provided, please do not hesitate to contact me at (305)594-4204.

Respectfully Yours,

  
James A. Ryder