



Professional Employer Services
Business Insurance
Staffing Services

August 24, 2005

Dear Sir or Madam:

This letter is sent to communicate the high regard in which I hold Steven Marhee. In many years of working with Mr. Marhee, I have found him to be knowledgeable, professional, intuitive, and an expert negotiator. As a long-time proponent of the PEO industry I have had many occasions to work closely with Steven, who has consistently demonstrated a keen sense of the benefits and pitfalls of this industry from both the client and PEO perspectives.

Steven is exceptional in his ability to understand client needs, advocate on their behalf and formulate a solution which is beneficial to both vendor and client. His education and experience in the administration of complex employee welfare programs gives him the insight needed to make important choices in the correct implementation of our product. From a client perspective, he fully understands the PEO product and its applications at the highest level.

Steven is an absolute pleasure to work with. I consider myself fortunate to work with him on a continual basis.

Sincerely,

A handwritten signature in black ink, appearing to read "Stacy Steinfeldt", is written over a large, faint circular watermark or background graphic.

Stacy Steinfeldt

INNOVATIVE WORKFORCE SOLUTIONS

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