



UB Networks, Inc.

June 28, 1996

To Whom It May Concern,

As part of UB Networks SAP/R3 system implementation project, we recently contracted with Pinnacle Resource Group (Thom Kay and Mike Davis) as project managers on behalf of the finance organization. I am pleased to recommend both Thom and Mike to any other companies looking for qualified project management consultants. They proved to be very professional and reliable in their approach to assisting UB Networks with a very challenging project.

Even though our project direction changed due to internal company decisions prior to completing the implementation, we found that their contribution to the project was very beneficial. Thom and Mike both demonstrated excellent interpersonal skills in dealing with a diverse range of management, staff level users, and other outside consultants. In addition, their knowledge of the various business processes and systems implementation methodology aided us in resolving numerous open tasks on this project.

Most importantly, I would be sincerely interested in retaining Pinnacle Resource Group for future projects at UB Networks.

Best regards,

A handwritten signature in black ink, appearing to read 'James McCormick'. The signature is fluid and cursive, with a large loop at the end.

James McCormick
Vice President Finance
UB Networks, Inc.