

February 1, 2000

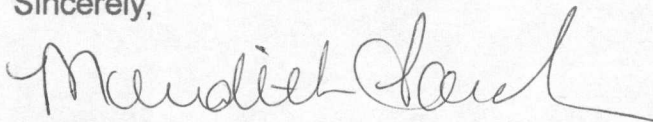
To Whom It May Concern:

I have been working with Adrienne since she began her job as Art Director at Resident Publications. She has been a wonderful addition to the paper.

In the relatively short time she has been with Resident, she has transformed the paper to a more noteworthy publication. Specifically, I mean the layout and design is more "easy on the eyes", (if you will), and makes for a much more enjoyable read. Her ideas for and execution of new graphics for the many different sections, has made not only our readership comment on how they seem to find information that interests them more easily, but also made our advertisers want to increase the frequency of their ad campaign. They feel the paper now has a more "professional look". In terms of her knowledge of computer graphics and capabilities, (with regard to publishing a newspaper), it seems to be extensive. As a sales person, I have had many occasion to ask her for opinions on what ads will look good, what types of graphics will work, and how a client can give us ads, (what format, I mean). "I don't know" is never her answer. Either she knows, or finds out as soon as possible.

Adrienne is very easy to work with and always tries to include everyone necessary when changing an aspect of the paper. She's more than capable of making a decision on her own, but seems to know the value of getting different opinions. Her ever-smiling face will be missed at Resident Publications.

Sincerely,

A handwritten signature in cursive script that reads "Meredith Sands". The signature is fluid and extends to the right with a long tail.

Meredith Sands
Director of Sales