



WHELAN ASSOCIATES INCORPORATED
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October 10, 1983

To Whom It May Concern:

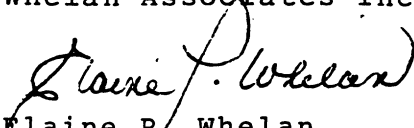
Whelan Associates is pleased to submit this letter of recommendation for Bob Naylor. Bob was employed with us for a period of one year as a programmer while taking computer science courses at Temple University.

Bob is a conscientious, dependable and responsible worker with both co-workers and customer contacts. Responsibilities included; program changes and enhancements, documentation updates and heavy customer support.

I feel Bob Naylor would be a fine asset to any organization.

If I can be of any further assistance, regarding Bob's qualifications, please feel free to contact me.

Sincerely,
Whelan Associates Incorporated


Elaine P. Whelan
President

EPW:da

COMPUTER SYSTEM CONSULTANTS