



March 12, 2001

To Whom It May Concern:

Mr. Shrikant Devre has been working with us since October 1998. He has worked on several projects at our clients. He worked as a Senior Visual Basic/Active Server Pages Programmer with the use of VB Script till July '2000. The project was MACWIS (Mississippi Automated Child Welfare Information System).

He is currently with the State of Arkansas, our client, working on Visual Basic (6.0) as the Front End , SQL Server(7.0) as a Back End.

He is very hard working and sincere in the work. He was one of the key members in the team who were responsible for the success of MACWIS.

We wish him good luck in all spheres.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Nitin Shah', is written over a horizontal line. Below the signature, the name 'Nitin Shah' and the title 'Chief Operating Officer' are printed.

Nitin Shah
Chief Operating Officer