

# INTEGROUP, INC.

---

January 15, 1991

To Whom It May Concern:

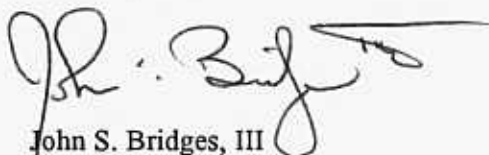
Reference Letter for Bob Lahm

During the past four years our company has had the opportunity to work with Robert Lahm on a wide variety of projects in the area of marketing communications. He assisted us in developing the presentation style and standards for all of our consulting division's internal documents ranging from stationery and forms, to proposals and customer reports. His efforts helped us create a market image which translated into hard sales and a higher standard of client.

In addition, Bob served as a subcontractor on numerous publishing projects we performed as part of our consulting engagements. Within this area, Bob was responsible for all creative, production and quality control aspects of the projects. In every project, we found him to be very professional, very cost conscious, and extremely sensitive to our deadlines. It was truly a pleasure working with him.

Since Bob moved to Atlanta this past year, and we have moved our primary operations to the West Coast, we have not had the opportunity to use Bob's services recently. However, we would wholeheartedly recommend his services to any company requiring assistance with marketing communications projects.

Sincerely,



John S. Bridges, III  
President

JB3/sm