

QUEBECOR INTEGRATED MEDIA

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Fife, WA 98424

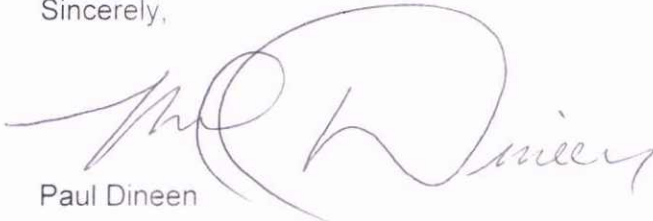
March 19, 1999

To whom it may concern:

I am writing this letter on behalf of Jeffrey Daughtry who has worked with our company since June of 1998. Mr. Daughtry is employed by Burns International Security Services and has been the Supervisor for the personnel assigned to provide security to our manufacturing facility. In the time that he has worked here, Jeff has conducted himself in an extremely professional manner and has demonstrated the ability to direct and supervise those individuals under his command. Jeff has also been instrumental in helping create and implement security procedures designed to reduce theft and other internal security problems within our facility. On the rare occasions that required direct intervention by security personnel, Jeff handled the situations very intelligently and in a very professional manner.

I would highly recommend Jeff to any employer and I am available to further discuss his qualifications.

Sincerely,

A handwritten signature in cursive script, appearing to read "Paul Dineen". The signature is written in dark ink and is positioned to the right of the typed name.

Paul Dineen

Production Supervisor