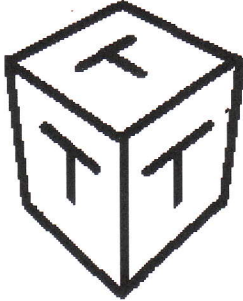


TEACHERS

TEACHING

TEACHERS (T³)



6443 Wilkinson Av.
North Hollywood, CA 91606
(818) 508-9327
FAX (818) 301-2723
JohnOrElaine@cs.com

**Retired teachers dedicated to improving
education by sharing their experience.**

February 24, 2003

TO WHOM IT MAY CONCERN:

I have known Leonard Segal for over a year and have worked with him in an area of mutual concern, viz. substitute teacher training. I don't know anyone more dedicated to improving the lot of substitute teachers than Leonard. He is very giving of his time and always eager to help other people. I have found Leonard to be intelligent, resourceful, thorough and enthusiastic in his approach to projects. He has made many useful suggestions that I can apply to my management of the affairs of this enterprise.

I consider Leonard Segal a valuable resource as well as a good friend.

Very sincerely,

A handwritten signature in blue ink, which appears to read "John F. Ferguson". The signature is fluid and cursive.

John F. Ferguson
Business Manager and Cofounder

JFF/jf