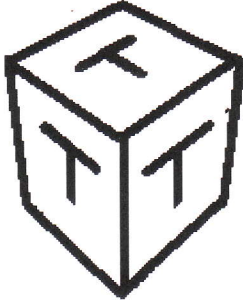


TEACHERS

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, written over the printed name and title.

John F. Ferguson
Business Manager and Cofounder

JFF/jf