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Two Bala Plaza • Suite 405 • Bala Cynwyd, PA 19004 • Phone: 610.667.7700

October 31, 2002

To Whom It May Concern:

It is my pleasure to provide this reference for Robert Naylor.

I have known and worked with Robert in various capacities for over three years. Initially we met when he was negotiating the sale of Human Capital Management Software, on behalf of the CEO of Personic Software. We maintained a professional relationship throughout the founding of his Staffing Software Training Solutions Company, Baybreeze Technology Center; and most recently he served in a consulting capacity as The Judge Group's Chief Technology Officer.

After I was promoted to Chief Information Officer for the Judge Group, Robert was the first call I made; even prior to notifying my family of my new position. We were stepping into a turnaround situation that can best be summarized by a quote from an external Information Systems Audit of RSM McGladery Inc., "The Company does not presently have a short term and long-term strategic plan in place." The very same auditor six months later would state, "One of the most significant changes that we have seen since our last review is the degree of attention being placed on developing a strategic plan for the IS organization. They are now in the process of executing this plan and holding people accountable."

Robert deserves a lot of the credit for our tremendous success. He brought and implemented a project methodology that focuses on customer service/satisfaction, execution and sense of urgency. His skills extend well beyond technology, he helped us to achieve over \$600,000 in tangible cost savings based on his ROI mindset. He fought tirelessly to improve the technical competency of our staff and devised systems to effectively monitor implementation.

On the basis of my experience with him, he would be a tremendous asset to any company that utilizes his services.

If I can be of further assistance, please feel free to contact me at 610-667-7700 x1537.

Sincerely,

A handwritten signature in cursive script that reads "Kenneth F. Krieger".

Kenneth F. Krieger  
Chief Information Officer

KFK/cmb