



SOLOMON-PAGE GROUP LLC
EXECUTIVE SEARCH • CONSULTING

October 31, 2003

To Whom It May Concern:

I am pleased to offer this letter of recommendation for Robert Naylor and Bay Breeze Technology Center, Inc.

In September 2002, the Solomon-Page Group LLC engaged Robert and his team after we experienced significant data loss and down time with our recruitment databases from a security breach. Upon completion of the data restoration, Robert conducted a comprehensive security audit and analysis during the month of October 2002. As a result of the analysis and our infrastructure needs, we determined that the IT Department needed a new strategic direction, leadership and a complete reorganization. In November 2002, Robert was further engaged to act as our Chief Information Officer in a full-time/consulting capacity for one year, to provide us with a "turn-key" IT operation at the end of his contract.

The Solomon-Page Group is extremely pleased with the results over the past year with Robert's ability to maximize our return on investment by utilizing existing hardware and software while reducing our operating risks. He upgraded our operating systems to Microsoft 2000 with Active Directory, consolidated and eliminated 18 servers, upgraded our e-mail system to Exchange 2000, implemented Checkpoint Firewall-1, Norton Anti-virus, Surf Control spam/web filtering, remote access through the Internet, consolidated our Oracle databases, deployed Blackberry Enterprise, and conducted a Windows XP rollout for our entire staff. Additionally, Robert and his team have implemented several layers of redundancy, backup, and disaster recovery systems.

Robert is a very strategic, "big picture", type of individual that also has the technical ability to effectively manage and mentor IT professionals. He was able to create an IT culture that focused on sense of urgency, quality customer service, and organizational process. Robert consistently demonstrated his project management skills by providing detailed and summary information on each project to the management team, meeting timelines, and working within stringent capital expenditure limitations and budgets. As a CFO, I was very impressed with his ability to negotiate with vendors on our behalf and minimize overall IT expenses.

Please feel free to contact me for additional information, as I would not hesitate to recommend Robert Naylor and Bay Breeze Technology Center for any assignment.

Sincerely,

Eric M. Davis
Chief Financial Officer
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