



Friday, February 21, 2003

To whom this may concern,

We have had the great pleasure of having Brad Durkin work at ISA for the past 2 years. He has developed many new skills in his position as Director of E-Procurement. He has proven to be a tremendous asset to ISA growing our business well over 200%. He is well liked by his clients, proficient in his work and takes full responsibility for all projects. Brad works very well independently. Brad's ability to cold call potential new business is unsurpassed by anything I have ever seen.

I would highly recommend him to any future employer.

If you wish to discuss Brad's employment at ISA, please feel free to call me to discuss.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ian McLearn', is written over a light blue horizontal line.

Ian McLearn
President