



February 26, 2004

To Whom It May Concern:

I am pleased to provide a letter of reference on behalf of Chris Chapel. Chris Chapel was employed at VOA Associates, Incorporated in our logic division for over 1-1/2 years and provided excellent database/programming services for VOA/logic clients. Chris left VOA Associates for other opportunities that the logic division could no longer provide.

In the time Chris worked at VOA Associates/logic he impressed everyone with his attention to detail, ability to solve procedural/process items and meet demanding project deadlines. Chris has continued to provide part-time services and support on various database programs he developed specifically for the VOA Corporate IT Group. Chris has proven himself in the complex responsibilities of Information Technology to learn on his feet, communicate clearly with the client and take ownership of a project from start to finish.

Chris Chapel is willing to face new challenges and I am confident that he will be an excellent addition to any IT staff and highly recommend him to any organization.

If you have any further questions regarding Chris Chapel, feel free to contact me at estenstrom@voa.com

Sincerely,
Eric Stenstrom
Vice President of Information Technologies
VOA Associates, Incorporated