

Friday, September 17, 1999

DMR Consulting Group,
Year 2000 Competency Centre
11th Floor
1000 Sherbrooke W.
Montreal
Quebec H3A 1A1

To Whom It May Concern:


I have known and worked with Mr. John Glenn for the past year.

I have found him to be honest and candid in all dealings I have had with him. He is motivated and dedicated to the delivery of high-quality work and advice to clients.

He is seriously committed to the concepts and methodologies of Disaster Recovery, Business Continuity, and Business Resumption Planning, and has recently obtained industry certification in these areas of competence.

It continues to be a pleasure to know Mr. Glenn and to share industry news and comments.

Sincerely



Judith E. Besharah

Certified Business Continuity Planner
Member: Disaster Recovery Institute Canada, Certification Committee

Year 2000 Service Offering Expert
Contingency Planning
DMR Consulting Group