



The ECL Group of Companies • Transportation and Product Handling Specialists

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February 6, 1996

Advantage Tech Inc.
#2200, 520 - 5 Avenue, S.W.
Calgary, AB
T2P 3R7

Attention: Mr. Sam Travis

Dear Sam;

I appreciated the opportunity to talk with you this morning, and am pleased that you would ask me to provide my personal comments for a prospective customer.

To Whom it May Concern:

I have known Sam for about 15 years, and have had occasion to engage his services in assessment of staff and recently use his outplacement services personally. I was pleased with the services and support that he and his staff provided, and have no hesitation in recommending them. From assistance in developing profiles and resumes, to support through the interview and placement process, they provide excellent training and support. I would not hesitate to hire them again.

If you have any questions, please feel free to contact me.

Yours truly,

D.A. (Doug) Ball
Vice President Finance & Administration

MR. DOUG BALL
FORMERLY - VICE PRESIDENT,
CANADIAN AIRLINES
INTERNATIONAL

