



# INDEPENDENT ENERGY INC.

Suite 2350, 101 - 6th Avenue S.W., Calgary, Alberta T2P 3P4 ■ TEL: (403) 269-1747 FAX: (403) 269-1759

February 7, 1996

To Whom It May Concern

Re: Advantage Tech  
Specialized Human Resources

I have known Mr. Sam Travis, C.E.O. of Advantage Tech since 1992, when I, like many others in the Calgary oil patch, became a victim of a corporate down sizing. After twenty years of steady, solid work in the oil industry, most recently as a Production Vice President in an intermediate sized company, finding oneself without employment proved to be a troubling and worrying experience. Fortunately, my employer had the foresight to retain the services of Advantage Tech to assist me in the transition.

Sam and his associate, Peter Meneghetti, provided invaluable advice on resume' preparation, net working, and other job search techniques. More importantly, they were always available to discuss opportunities and strategies, and provide encouragement when spirits were low.

My employment was terminated on December 31, 1992 after which I spent the next five months investigating potential business opportunities and doing consulting work. In June of 1993, I participated with a group of investors completing a small oil and gas production purchase from a major oil company. As the first employee of Independent Energy Inc., the task seemed formidable, but after two and one half years and a lot of hard work, the Company has grown to eleven employees, and production has tripled from 580 bpd to over 1,700 bpd. I credit Sam with giving me the confidence to take on this new challenge.

Sam Travis today remains a trusted friend and confidant. I would not hesitate to use his services or to recommend his company to my friends and associates.

Yours truly,

Independent Energy Inc.

Duane B. Domier P.Eng.  
President

MR. DUANE DOMIER  
*FORMERLY - EXECUTIVE VICE*  
PRESIDENT,  
BUMPER DEVELOPMENTS