

Calgary, Alberta

February 6, 1996

ADVANTAGE TECH INC.
Suite 2200
520 - 5th Avenue S.W.
Calgary, Alberta T2P 3R7

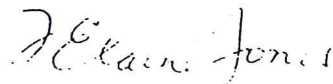
Attention: Mr. Samuel E. Travis, President

Dear Sam:

I want to take this opportunity to thank you for all that you have done for me at the time of and subsequent to my husband's severance several years ago from a company in Calgary. He chose to seek outplacement guidance from your company after assessing several alternatives and it turned out to be the right decision for him and me. At the time, I did not have a good appreciation for the services you were prepared to provide me as his spouse. However, I quickly came to place a high value on your advice, not only in terms of my husband's situation, but also your complete willingness to assist me personally. I would never have expected you to go "the extra mile" and to take the initiative in doing so.

It is most reassuring to know that yours is a company which takes a high degree of interest in its clients, both at the time of greatest need and on an ongoing basis. It makes it an organization which is easy to recommend, both to companies anticipating the need for your services as well as to individuals seeking the same.

Yours truly,



E. Elaine Jones

MS. ELAINE JONES
SENIOR HUMAN RESOURCES ADVISOR,
TRANSALTA UTILITIES CORP.
(SPOUSE OF LESLIE WEBBER)