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July 7, 1988

To whom it may concern:

The purpose of this letter is to highly recommend Eric Wasiolek as a Product Marketing Manager.

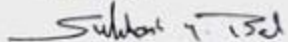
Eric worked for my department as a Product Marketing Manager of UNIX communications products during the years of 1987 and 1988. Eric was a key player in the overall success of our UNIX products, including market and product definition, management of the development team through product launch. In addition, Eric handled strategic relationships, key to the success of his product lines, with the Santa Cruz Operation, and Compaq Computers.

He has fine technical depth and breadth in understanding the diverse computer technologies on the market. Additionally, Eric has an outstanding knowledge of the UNIX and communications and related markets. He was constantly abreast of the latest market developments, interpreting their significance to our product strategies. He also demonstrated a willingness and ability to get our strategic partners to work together effectively.

In addition, I believe Eric has a particular talent in identifying joint business opportunities between companies with complementary technologies. While at Excelan, for example, Eric identified the opportunity for Excelan to work with Oracle Corporation, a database vendor, to provide joint heterogeneous distributed database products to the market.

I confidently recommend Eric Wasiolek for a marketing management or strategic marketing position. Please feel free to contact me to discuss Eric's qualifications in more detail.

Sincerely,



Subhash Bal
Vice President of Marketing
Touch Communications