


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Andrew Sobel
Amministratore Delegato

February 1993

To whom it may concern:

Nelson Wax was employed by Gemini Consulting (formerly called The MAC Group) as a senior consultant from January 1992 until February 1993. During this time he worked on a variety of assignments throughout Europe.

Nelson consistently demonstrated a high level of enthusiasm and motivation. He is a very bright individual who is articulate and personable. He is likable, team-oriented and works hard to get along with all different types of people. I believe Nelson will be an asset to almost any kind of organization.

Sincerely,



Andrew Sobel
Senior Vice President