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Letter of Recommendation for Ron Young

April 5, 2002

To Whom It May Concern:

I have worked with Mr. Young off and on in various situations for the past 15 or so years. When I had executive responsibilities in two large telephone companies, I hired Mr. Young's firm to assist those companies in product launches, performance improvement plans and creation of sales incentives for several very large inside and outside sales organizations. Most recently, in the last five years, Ron has served as the Vice President of Marketing and Chief Marketing and Sales officer respectively in two start-ups, Diamond Lane Communications (a DSL manufacturer) and Yipes Communications (Ethernet communications service provider). In both companies I was the Chairman and CEO. I have often said, and reiterate here, that Mr. Young is by far the most talented single marketing executive I have encountered in my 30 years in the communications industry.

But he is much more. Over the course of the last 5 years I have discovered him to be an extremely savvy overall business executive that has great, early insight as to steps the business must take to deal with challenges it will eventually have to confront. This is to say he has keen foresight about what needs to be done well before other members of talented management teams come to the same realizations. This early instinct or "nose" for what will eventually be required moves Ron out of the narrow definition of a "marketing" guy into the realm of a more general operating officer.

Ron is a driver of results and a great recruiter of talent. He hires bright and talented people and then challenges and inspires them to achieve beyond their expectations. This makes the organizations he heads very lean and yet exceptionally productive. While his expectations of those who work for him are initially "shocking" to them, his inspirational influence and experienced guidance eventually wins them over as highly dedicated and committed employees. Most people who have worked for Ron come away expressing that they have learned more from him than they have from any other boss they have ever had.

Ron has sometimes been controversial within the senior management team because of the tenacity with which he holds his views of what should or must be done. In

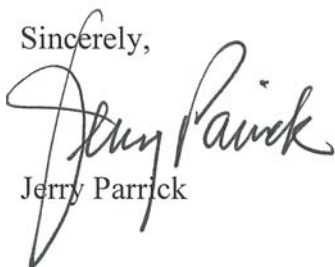
retrospect, in my experience with him, his instincts were sound and his views often would have produced a better outcome than what was ultimately achieved. Another potential criticism of Ron is his unfailing optimism regarding the future. This can also be viewed as a strength in that he is willing to face any challenge or undertake any task that will add to the value of the business. I think I am safe in saying he probably has never seen a challenge that was so daunting he was not willing to grapple with it and try to prevail.

Ron is exceptionally energetic and hard working. He has consistently demonstrated more stamina than most of the executives with whom I have worked. He is also very creative, often finding a course of action outside the realm of what anyone else would have thought of. In addition, he is a talented public speaker who has proven to be a very able company representative to any audience be it customers, investors, industry analysts, etc.

In closing, it should be obvious that I am very supportive of Ron for any position for which he might be considered up to and including Chief Executive Officer. I have written many reference letters before and can say that none have been as positive as the one I write now. I would hire Ron to work in any company I might lead and, indicative of the respect I have for him, would work for him if the appropriate opportunity presented itself.

I would be happy to provide more information to anyone who might need it and wish Ron well in any endeavor he chooses to pursue.

Sincerely,

A handwritten signature in cursive script that reads "Jerry Parrick". The signature is written in black ink and is positioned above the printed name.

Jerry Parrick