



August 22, 2003

To Whom It May Concern:

It is my pleasure to offer a business reference for PAS Associates and Holly Culhane. PAS has exceeded our expectations in providing human resource and business management assistance. They have consistently been reliable, responsive and extremely professional in all their dealings.

Through their assistance, training and encouragement, PAS has helped our HR personnel grow in their ability and confidence in handling the multitude of human resource issues that our company faces. We have utilized PAS services in the areas of employee policy reviews, employee surveys, wage and salary surveys, and handbook development.

PAS has been instrumental in the training of our supervisory staff members, including specific training for employees in the prevention of sexual harassment.

I have also found Holly Culhane to be of great help to me personally in the discussion of human resource and general management questions.

It is without hesitation that I recommend PAS to anyone interested in their services. If you have any questions, please do not hesitate to contact me at 661-321-9961.

Sincerely,

A handwritten signature in blue ink, appearing to read "Richard Davies", with a long horizontal flourish extending to the right.

Richard Davies
President
Fleet Card Fuels

RD/rf