



November 7, 1997

Ms. Rhonda Coreen
Davron Solutions
3750 Gunn Highway, Suite 2E
Tampa, Florida 33624

Dear Rhonda:

I am writing to express my pleasure and satisfaction with the way your company has stepped in so quickly to provide such excellent service to Raymond James & Associates in our effort to hire both full time and contract Information Technology professionals. In this market, with so many companies touting their business expertise and over stating their abilities to produce, it is nice to do business with a company that professionally and quietly provides excellent candidates for our company.

The way that Davron Solutions does business instills confidence that the process Raymond James and Associates uses will be honored. I know that my time is being spent in a worthwhile effort when you send me resumes and indicate that through your screening process a candidate would be a good candidate in our environment. I have never felt that you have wasted my time or misused our growing business relationship to "sell" me an inferior candidate. You respect my time and follow the procedures that effectively move our internal process along.

If I can ever serve as a reference for your company, please let me know. It would be a pleasure to contribute to the success of Davron Solutions as you have definitely contributed to the success of our Information Technology department with several excellent additions to staff.

Very truly yours,

Mary Ellen Shotto
IS Contractor Manager

RAYMOND JAMES

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