

2/26/93

To Whom it May Concern:

Larry Bangs has been a business consultant to us at Prescience at different times for the past several years. Most recently, he played a major role in the turnaround of the corporation on a six month contract.

We are a small software company that originated with software that I wrote. A company grew around me, but unfortunately I didn't really have the time nor the expertise to guide the company in a satisfactory way. I was just a "nice" guy who tried to start his own company.

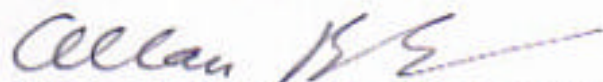
In the first half of 1992, I knew that there were problems in the company, so I signed Larry on. An initial evaluation revealed several large management problem areas, centering on me and two other senior people in the company. Larry was assigned the task of turning around the company and setting it on a path for the future. He was made the acting CEO, while I was busy programming.

A few weeks after assuming the helm, Larry discovered that the situation was much worse than we ever thought possible. A massive debt had accumulated without us really realizing it (part of the management problems). In addition, one of the managers who was to be terminated had an employment contract that he had tricked me into signing long ago, requiring extensive legal consultation and negotiation.

Larry quickly switched gears and ordered the painful layoffs that I had been too afraid to do. He also managed the multitude of special repayment agreements that needed to be set up to manage our suffocating debt without risking bankruptcy. Since a major part of management was now gone, we then embarked on selling the company out to a larger corporation, instead of trying to hire new managers. Larry understood my needs and desires and handled the mechanics of searching for a buyer, evaluating the candidates, and negotiating two successive letters of intent.

By the end of the six month period, the troublesome manager had been terminated under a greatly reduced severance, the company had been sold to a friendly competitor whose strengths and weaknesses, both technical and business, meshed very well with ours, and control had been taken over by the new mother company. The terms of the sale included generous bonuses to me for my continued work on the code that I had developed.

Despite the fact that the job ended up being quite different from what was initially contracted for, Larry followed through above and beyond the call of duty, and the result was a very happy ending. I recommend him highly.



Allan Bonadio, President, Prescience Corporation