September 28, 1993   IK930293

To Whom It May Concern:

Mr. Clifford R. Kettemborough worked for Software Analysis &
Management, Inc. (SAMCO) between 6/92 to 2/93 as a consultant in
the Systems Software Engineering area.

Mr. Clifford R. Kettemborough's knowledge and skills in the
Computer Science and MIS disciplines, both theoretical and
practical, were strong, comprehensive and up-to-date. We received
very good evaluations on his job performance from our client,
where he worked on a day-to-day basis.

Based on his demonstrated competency in the fields of Computer
Science and MIS, as well as knowing him as being very organized,
disciplined and with good communication skills, I strongly
recommend Mr. Clifford R. Kettemborough as an instructor/
professor in the above mentioned disciplines, where he can teach
and share with the students his knowledge and skills.

Sincerely,

Ira A. Kweitko
Executive Vice President
& General Manager

IAK:th