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November 1, 2002

Subject: Letter of Recommendation for Mr. Robert Naylor

To Whom It May Concern:

The Judge Group hired Robert Naylor as a consultant for information technology at the beginning of 2002. His role was the equivalent of a Chief Technology Officer (CTO). His task was to establish best practices for our IT department which included evaluating processes, services, personnel, documentation and equipment. Robert worked closely with the CIO and myself during the year. Robert is extremely reliable and conscientious.

Robert's strengths include the ability to analyze, organize and communicate. These strengths are evident and consistent in his work. He pays excellent attention to detail and, in addition, understands the importance of the overall objective. Robert also has a keen business savvy that he used to save The Judge Group several hundred thousand dollars during the year 2002. The IT department was still able to meet or exceed all its critical objectives even with the reduced expenditures.

From my observation, Robert applied a practical and disciplined approach to the decision process in IT. Even though I am not an expert in IT, Robert communicated the issues in a manner by which a financial executive could understand. I was very comfortable with the way he presented his evaluations and he seemed to understand and address my concerns. The CIO and I were able to make the right business decisions because of Robert's input.

I have been very pleased with the IT consulting and value that Robert Naylor has delivered to The Judge Group. In addition, I'd like to state that Robert is very intelligent and applies discipline to his work. I find this to be a powerful combination for success and achievement.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert Alessandrini".

Robert Alessandrini, CFA
Chief Financial Officer
The Judge Group