



Landmark Communications, Inc. Networks

November 27, 1996

To Whom It May Concern,

Frank Cipolla has worked for The Weather Channel for the past 15 months. During this time Frank has been instrumental in our success in the on-line environment. When Frank arrived we were experiencing approximately 345,000 hits daily on our World Wide Web site. We are now currently experiencing daily highs in the 8-10 million hit range. Frank developed and implemented the hardware, software and network design necessary to support our deployment. He also designed the software development environment now utilized at TWC. He had demonstrated his expertise in the following areas: UNIX, SQL, C, Internet, FTP, HP, SGI. Additionally, he has been able to maintain and develop challenging personal relationships with the many customers of The Weather Channel.

Frank has proven that he will deliver on his assignments, on time and within budget. He has also given ample proof of his dedication, spending the night here on occasion as required by power outage or vendor failure.

I have a very high degree of confidence in Frank's abilities to perform and deliver.

Sincerely,

A handwritten signature in black ink that reads "Greg Cox". The signature is written in a cursive, slightly slanted style.

Greg Cox
Vice President, Information Systems