

Sheriff Kevin Beary

ORANGE

Telephone: 407-836-3700

COUNTY SHERIFF'S OFFICE

Post Office Box 1481, Orlando, Florida 32802-1481

January 30, 2001

To Whom It May Concern:

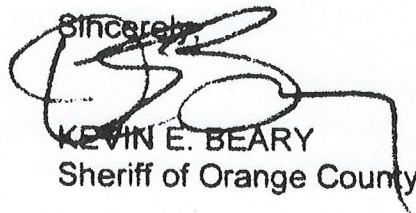
I would like to take this opportunity to highly recommend Frederick J. "Rick" Staly to you for employment.

I have known Rick for more than twenty years both on a personal and professional level. I have always found him to be knowledgeable, dependable, ethical and professional. His personal integrity is of the highest level and beyond reproach. His vast educational, law enforcement and executive management experience would make him a valuable asset to your organization.

Mr. Staly first served as the chief of my transition team and then as my Undersheriff, Chief Operating Officer (C.O.O.) or second-in-command, of our 2,000+ employee law enforcement agency for almost six years. During his tenure as Undersheriff, Rick was the architect of many of our successful crime and cost reduction strategies. He designed and implemented our weekly Coordinated Crime Control and Accountability meetings that have resulted in significant crime reductions in all categories throughout unincorporated Orange County. He was highly involved in designing the technology plan for the Sheriff's Office and implementing agency-wide reorganizations that resulted in significant cost savings. Rick's assignments throughout his career were always to Agency components that needed strong leadership to resolve critical issues. I always found him willing to tackle these issues and bring them to a successful resolution.

It is for these reasons that I highly recommend him to you. I have no doubt that he will be an asset to your organization.

Sincerely,



KEVIN E. BEARY
Sheriff of Orange County



*The First Agency in Orange County to Receive Both
International and State Accreditation.*

