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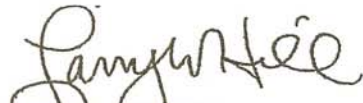
May 8, 2000

RE: Norman Gelfand dba Magnum Real Estate

Magnum Real Estate has represented ARA in all our leasing contracts for the past seven years. Under the skillful direction of Norman Gelfand we have signed almost 100,000 square feet of office space for a total of \$15 million in total leasing costs.

Magnum Real Estate, in my mind, was an extension of our business. We received immediate and current information on market conditions so that we could make informed decisions about our business leases. Norman is probably the best negotiator "on the planet" and the results are fair, solid long-term leases that reflect our business plan and financial goals.

We highly recommend the Magnum Real Estate team and look forward to their success in the future.


Larry W. Hill, M.D.
President

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