

David W. Doner, Jr., M.D.
A Medical Corporation
Diplomate American Boards of Internal Medicine and Nephrology

May 10, 1993

To Whom It May Concern,

RE: DUARTE, Ray

Dear Gentleperson,

Mr. Ray Duarte is an out-standing and exceptional dialysis nurse who is well versed in the care of both the acute and chronic dialysis patient. In addition, he has skills in understanding the fundamentals and application of research techniques to dialysis procedures. He usually comes up with creative and clinically applicable techniques to assist in patient care.

He is thoughtful, caring, concerned and devoted to patient care.

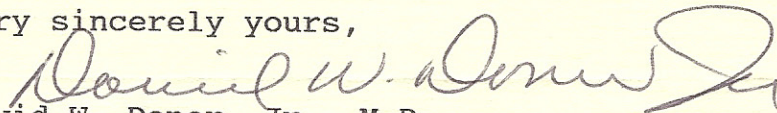
In addition, he is skilled in the area of ultrafiltration, hemofiltration, the use of multiple types of dialyzers, charcoal perfusion and cell separation techniques.

It is without reservation that I highly recommend Mr. Ray Duarte for a position in the area of nephrology nursing.

I have enjoyed working with Ray for the past five years and wish that I could continue working with him for the next twenty-five.

If you require any further information concerning his integrity, professionalism, or commitment to high standard of nursing, please do not hesitate to call me at (805) 682-5879.

Very sincerely yours,



David W. Doner, Jr., M.D.
Diplomate in American Boards of Internal Medicine and Nephrology
Associate Clinical Professor of Medicine
University of Southern California, School of Medicine

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