

July 31, 2002

To Whom It May Concern:

SUBJECT: WILLIAM MAINTZ

I would like to recommend William Maintz for a position with your company.

Bill worked for me as a contractor for about two years developing primarily in Unix and Sybase. He was brought into a very complex and mission critical project which entailed moving data from a mainframe system to a client-server product. The project was behind schedule and the in-house system experience was minimal. The amount and inter-relationship of the data required accurate analysis, and was critical to preventing customer service concerns.

The project had quality targets of 90%, but upon implementation the quality was 98%, allowing a minimal amount of manual correction. We also delivered the project on time and within budget. The project was considered an exceptional success by the company. Bill was instrumental to the success of this project.

Bill's work ethic was also highly commendable as he had to put many extra hours into the project helping to keep it on target as well as working 60-70 hours per week several times a month for over a year as we provided onsite support during the execution of the software. Also during this highly stressed project, Bill was able to implement new Unix standards in the department, including mentoring other less skilled associates and helping them implement them.

Bill was a valuable member of the team. His personality and outlook made him work successfully with many different types of people and many different departments. He always brought a positive attitude into work and was appreciated and respected by his peers.

If you have any questions feel free to contact me at the information below.

Sincerely,



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