



Matthew J. Flebbe

Project Manager & Software Engineer

2137 Reliance Road
Middletown, VA 22645

(540) 247-7560



"Matt had a huge impact on bringing our processes into the 21st century; his work enabled our PMs to carry a significantly larger workload, therefore reducing costs overall. I wish he was on the west coast so I could hire him."

— **Tom Peters** *President, Applied Visual Communications*



approach."

"Matthew was a project manager with my firm in 2006 & 2007. He understands the importance of creating a process that meets commitments to clients and delivers a predictable result from a management standpoint. He is an asset to any firm who values this

— **Tom Stone** *Principal, Stone-Glidden*



"Matt's ability to work within a process is exceptional. He is truly skilled in the field of project management and what it takes to get the job done. He is however more than just a manager. His overall knowledge of the electronics field from a hardware and software standpoint is among the best out there. I always found Matt to be on point and able to make accurate decisions quickly."

— **Mark Glidden** *Partner, Stone-Glidden*



"Matt and I worked closely together. Matt was promoted because of a can-do attitude in the face of a challenge, his knowledge of consumer electronics and the ability to translate that knowledge into satisfied customers. Matt was someone I could rely on to be dedicated and flexible and patient - skills that were necessary to manage a store with the unique demographics of Bryn Mawr PA. I can recommend Matt without hesitation to an organization that values commitment, excellence, industry knowledge and client follow up."

— **Michael Hoban** *Regional Sales Manager, Tweeter*



"Matt is an excellent PM and great leader. I always looked forward to working on his projects because I knew that everything would be well-organized and managed properly, down to the last detail. Matt would make sure that I had whatever I needed on the jobsite, be it manpower, supplies, equipment, or even himself, to reason with an unreasonable client. Matt is someone who really cares about and works hard to make his company better. He is definitely an asset to any company he works for."

— **Brad Kinder** *Lead Technician, Applied Visual Communications*



"I can recommend Matt as a person with great education and deep proficiency of project management. He was one of the most dedicated professionals through his work at Applied Visual Communications. Matthew is an intelligent, efficient, and a precise project manager. He is responsible expert, with great sense of humor. Reliable, multi-skilled, passionate and deadline oriented. Shows all the time a strong determination to fulfill his goals, while being honest to others. With Matt, every problem had a solution."

— **Don Hirtley** *Purchasing Manager, Applied Visual Communications*



"I have worked with Matt over the last few years and I can't say enough great things about him. Aside from his domain expertise and professional accolades he is one of the most honest and kind men I have worked with. He always made himself available to assist my team and I and is someone who we can always count on. I have always envied his ability to grasp new and emerging technologies. He is someone who always pushing the technical envelope and improving processes. He is someone who I have turned to over and over again, and I would recommend him to anyone."

— **Joshua May** *Talent Aquisition, Aerotek*



"It is my pleasure to recommend Matt for the position of Project Manager. Matt successfully worked on many of my high profile projects at AVC. He brought projects in on time, slightly under or at budget and with no major obstacles. Matt kept all members of the project team accountable. Most importantly, he informed team members and management of the progress through every phase. Matt is smart, agile and always willing to go the extra mile to better himself via education/certifications. Matt is always looking out for the company's bottom line! I would love to work with Matt again. "

— **George Astacio, Jr.** *Business Development Manager, Applied Visual Communications*



"Matthew was an excellent project Manager with a keen eye for details. He provided the integration staff with efficient and up to date processes and information. His undertaking of sharepoint integration was a particular boon to the improvement of the companies project structure and communication archives. I would recommend Matthew as an effective leader who understands resource management and team dynamics for the most efficient execution of projects.""

— **Matthew Wood** *Lead Technician, Applied Visual Communications*



"I had the privilege to work with Matt from day one of his joining AVC as a project manager. Project management was a definite weak point of the operation and Matt quickly took the issues at hand and resolved them. I would highly recommend Matt as a project manager as he has shown he has the ability to get the job done right, on time and under budget."

— **Bob Thornton** *Manager of Services, Applied Visual Communications*



"Matt and I collaborated on several successful projects. He is consummately organized and always makes sure that "the trains run on time". He is skilled at delivering status to the client in such a way that relationships are unsullied. If you get the chance to work with Matt, you will benefit from the experience."

— **Joe Mancini** *Business Development Manager, Applied Visual Communications*



"Having worked on Matt's team for more than two years, I've had an opportunity to experience and learn from his command of project management, effectiveness as manager of the PMO, dedication to the company, and his drive to improve profitability, efficiency, and agility. Matt's ability to cut through the weeds makes him a leader to follow."

— **Dante Ross** *Project Manager, Applied Visual Communications*



"Matt is a great PM and leads what I believe to be the best PM team I've ever worked with in the AV business."

— **Don Walters** *Systems Engineer, Applied Visual Communications*



"Matthew goes above and beyond the customers expectations in all aspects of the job from consultation to finished installation and beyond."

— **Marc France** *Sales Associate, 6th Avenue Electronics*



"Matt shows great Leadership and Project Management skills no matter what project he takes on. He is able to overcome tough situations in the office and in the field."

— **Christian Campbell** *Project Manager, Applied Visual Communications*



"Matt is an experienced project manager who knows how to get things done. He never loses focus on goals and works efficiently to accomplish them. He's a true professional who never backs down from a challenge."

— **Dane Paris** *Systems Engineer, Applied Visual Communications*



"Matt is an ambitious and straightforward project manager. He has a relentless drive to learn and take on new challenges; which led to multiple original and intelligent ways to utilize Project Server and SharePoint."

— **Andrew Sager** *EPM Software Consultant, FedAcclivity*



"Matt's unique approach to Project Management was successful in getting the answer required to complete the projects in a timely manner. He worked to cast light on to the gray areas of projects that many others would overlook."

— **Jason DeVito** *Software Engineer, Applied Visual Communications*



"The best part about working with Matt Flebbe is his accuracy and ability to bring solutions to the table others cannot see. Matt's dedication and commitment to a project is unparalleled to most Program Managers. Matt has displayed excellent vision and solutions for the best direction during a crisis on a project. Many people are organized; However, Matt sees the end results that others cannot envision during difficult situations. I recommend Matthew Flebbe as a stalwart Program Manager and one of the absolute BEST IT Solutions contributors available."

— **Denise Brown** *Senior Program Manager, Communications Engineering, Inc.*



"I have worked with Matt Flebbe at Visual Sound, Inc. for Two years. During the Two years working together Matt was an excellent professional Project Manager and combined with excellent communication skills, his dedication, self motivation, and capability to grasp situations quickly, he was an important part of Visual Sounds success in the AV integration business. I highly recommend Matt to any prospective employer. Matt's professional approach, dedication, positive attitude, self motivation, technical knowledge, team builder attitude, and positive manner will be an asset to any organization."

— **Jerry Maurio** *Project Manager, Visual Sound*



"Matthew is a highly skilled, detail oriented Project Manager who provides his clients the highest level of service. His attention to delivering and meeting deadlines is beyond reproach. He repeatedly demonstrated resourcefulness and initiative in providing the client an optimum solution in the most timely fashion. What sets Matthew apart from most Project Managers is his ability to interface with his clients to uncover their needs and stay one step ahead of the project. He is equally as proficient in dealing with internal personnel and always strives for a mutually beneficial outcome. Overall, Matthew is truly a leader who can be trusted not only only follow the parameters of the project to deliver precise solutions, but to also take the initiative to work with the clients to improve their overall end result."

— **Chris Napoli** *Sales Manager, Visual Sound*



"I have worked for Matt as a subcontractor for many years. He has proven his project Managing skills with us on many occasions. We have done various jobs from simple to complex and needed Matt to solve issues as they arose. We continue to have a close work relation and I would be glad to work on Jobs that He is coordinating."

— **Brian Weaver** *Install Manager, East Shore Sound*



"Matthew has the skills and desire to be an asset to any organization. His rare combination of self-motivation, integrity, and the ability to inspire others made him a pleasure to work with."

— **Stephen Meo** *Assistant Sales Manager, Tweeter*



"Matthew is detail oriented, and is always looking for ways to improve the process. His passion for the job shows on a daily basis."

— **Herb Smith** *Sales Executive, Stone-Glidden*