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To whom it may concern:

This is a letter of recommendation for Pablo Oliva. I have known Mr. Oliva for over four years and during that time have been continually impressed by Pablo's work ethic, honesty, integrity, ability to learn quickly and results. Pablo originally started working for HCMI as a web master but over time progressed to become a strong software engineer/developer who led the creation of HCMI's scenario manager module within HCMI's SOLVE Pro enterprise SaaS software. In all my interactions with Pablo, he has been a dedicated professional who goes above and beyond to deliver great work. He often would go out of his way to recommend better solutions and ideas to optimize work outcomes and address problems. He is a problem solver and a can do person I highly trust.

I would hire Pablo again in a minute and would strongly recommend any organization who has the opportunity to hire him to do so.

Please do not hesitate to contact with any questions.

Sincerely,

Jeff Higgins CEO, Human Capital Management Institute 13969 Marquesas Way Suite 202B Marina Del Rey, CA 90292 USA (714) 612-9897 telephone jeff.higgins@hcminst.com