

May 6, 2002

Letter of reference for Keith Swenson

I am writing this letter to give my highest recommendation for Keith Swenson as a VP of Engineering. Keith has all the requisite skills for this position and successfully demonstrated those skills over the last four years at MS2.

Keith joined MS2 four years ago and was instrumental in hiring the engineering team, defining the product, defining and managing the development process, and leading one of the most successful development efforts I have seen. MS2 Accelerate is a complex, distributed, web based enterprise class application that is currently installed and in use at over 20 large high technology companies. Some of these customers have thousands of users actively using the application in their product development organizations. Organizations that are using Accelerate state that it is a mission critical application that they cannot live without. This speaks very highly to the quality of the management of the development effort directed by Keith.

Keith was directly responsible for hiring a large portion of the engineering organization. He demonstrated an excellent ability to source, screen, and close very experienced engineers who often had numerous other job offers. Keith is an excellent interviewer and ended up with excellent people as a result

Keith was involved in the original definition of MS2 Accelerate and continued to work closely with customers and product marketing during the 9 major releases of the product. As the engineering organization grew, Keith was responsible for defining the process that was used to manage the programming effort to a very high quality level, rich with features, that delivered the release on time.

One of the more important but hard to quantify aspects of a member of an executive staff, is their leadership and teamwork skills. Keith excelled at both. He led by example, putting in more hours than any of his team members, and would always prioritize the team's objectives above his own. He drove hard to meet goals and his people felt good about accepting very aggressive challenges. He does not manage through fear and intimidation but leads the group by example and attitude.

There is no question that Keith operated at the VP level at MS2. I would rehire Keith in a heartbeat, and believe that whoever ends up with Keith, as their VP of R&D, will have made one of the best hires possible.

Please contact me and I will be happy to provide additional perspective on this great candidate.

Jeff Hudson
Chairman and CEO
MS2, Incorporated