

May 5, 2002

To Whom It May Concern,

This letter is a recommendation to consider a stellar ex-colleague of mine for a leadership role in product development. Keith Swenson worked for me for four years at MS2 with top performance in getting successful products out to MS2 customers. Keith is highly regarded for his:

- Technical leadership for getting successful products out on a timely fashion. He poses a balance between doing the right thing in engineering, yet finding innovative solutions that are feasible to implement.
- Focus on building high quality products. He helped define and implement development processes that made the MS2 product organization a top-notch engineering group.
- Coaching of technical resources. Without exception every employee who worked for Keith rated him as the best manager they worked for. Keith has a strong discipline in programming standards and is able to teach and enforce such in his group.
- Putting teamwork ahead of all other needs. Keith has worked with me, with our system architect, all engineering leads and product management in great harmony.

If you are aware of positions open or likely to be available, please consider Keith as someone who will make a difference in the company's future. I asked him to follow up with you personally.

I am available for more detailed reference.

Sincerely

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