



May 29, 2001

To Whom It May Concern:

John Kreis was employed by IMC Networks from November 1997 to May 2001, first as Graphic Designer then later promoted to Senior Graphic Designer.

During his time at IMC Networks John proved himself a capable and talented computer artist. John adapted quickly to new software programs and was able to use a variety of programs to accomplish the assigned project goals.

John is a motivated self-starter who requires very little supervision. His attendance and overall work ethic was excellent.

John was part of a company wide layoff and his leaving IMC Networks is in no way reflective of his job performance. Were conditions to improve here at IMC Networks I would gladly hire him back as he was a valuable member of our creative team.

I recommend him very highly.

Should you have any questions please do not hesitate to contact me.

Regards,

A handwritten signature in black ink, appearing to read 'Todd Kendrick', written over a white background.

Todd Kendrick
Manager, Creative Design
IMC Networks