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April 1st 2005

To Whom It May Concern:

Steven Hayes served as a full-time employee of CatSquared during 2005 in the position of Project Manager.

Responsibilities included system analysis, design, programming and customer liaison.

The systems are process monitoring and control oriented, and required a high level of understanding in networking, troubleshooting and SQL database skills.

Steven worked independently and performed well under stress, and is always willing to do what it takes to get the job done.

I would recommend Steven for any position that require his skills.

Sincerely,

Mike Sardinha

A handwritten signature in black ink that reads "M. SARDINHA".

President
CatSquared