

## LETTER OF RECOMMENDATION

To Whom It May Concern,

This is a letter of recommendation on behalf of Paul Szypula.

Paul Szypula worked under my direct supervision at DNA Studio until my departure from the company in April of 2003. I had served as Director of Production during that period, and I had the great pleasure of witnessing his top notch Flash programming skills. In fact, I can honestly say that I do not believe I've come across another Flash developer who can match his smooth style of animation (in particular, Flash animation builds). This may be a reason why he was chosen by the CEO of DNA Studio to take charge over all the Flash animation and development for the company's own web site.

I had the pleasure of working with him on a large variety of important, high profile projects, including the Global Online Brand Campaign for Harry Potter and the Chamber of Secrets (WB Online), the Hulk website and Online Marketing Campaign (Universal Pictures), Coca-Cola Madness and Sprite Madness /NCAA March Madness Online Campaign and websites, and Imagine Entertainment. With every project, Paul brought his extensive knowledge of and creativity with Flash. He was always my first choice from DNA's list of top notch Flash developers when I needed to select key members for my team.

Mr. Szypula is resourceful, creative, and solution-oriented person who was frequently able to come up with new and innovative approaches to his assigned projects. He functioned well as the lead Flash developer when required, and he also worked effectively as a team member under the direction of other Project Managers or team leaders.

Paul is a hard-working self-starter who invariably understands exactly what a project is all about from the outset, and how to get it done effectively and without mistakes. His attention to detail is so great that he was often accused of spending too much time being a perfectionist with his craft. But only those who truly know what good Flash programming is can appreciate the level of concentration he puts into his work, whether it is for a simple Flash Eyeblaster banner, or a complicated, corporate homepage Flash build, with multiple languages and tedious action scripting. If one were to look closely, the levels in

his Flash source files are often very deep, extremely well organized, and meticulously developed. Because of this, I employed his skills on a freelance basis (when his schedule allowed), once I departed from DNA Studio to start my own internet consulting company, Source Consulting. I have since employed his superior Flash skills for numerous international corporate websites, both in the US and Hong Kong.

On the interpersonal side, Paul has excellent written and verbal communication skills. He gets along extremely well with supervisors, as well as colleagues at his own level. He is highly respected, as both a person and a professional, by colleagues, employees, and clients alike.

In closing, as detailed above, based on my experience working with him, I can unreservedly recommend Paul Szypula to you for any Senior Flash Developer position. If you would like further elaboration, feel free to call me at (310) 963-5220.

Sincerely,

John Posta  
President, Source Consulting