

Jeffrey Graham

66 Ambrose Drive
Hudson, Ohio 44236
(330) 283-5938

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Re: Ken Roach

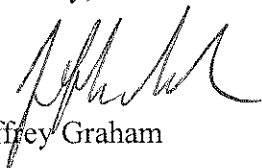
To Whom It May Concern:

I am pleased to be able to offer this letter of recommendation for Ken Roach. I first met Ken when I interviewed and subsequently hired him for a position of a Web Developer at my former employer, Operating Tax Systems, LLC (OTS). I had the pleasure of working with Ken Roach for over a year during my tenure at OTS. During the course of Ken's employment, while under my supervision, he was responsible for creating new reports, and maintaining existing web based reports. These reports were considered critical by our customers for their tax reporting needs. To accomplish his daily responsibilities, Ken worked closely with both technical and business users of the systems to bring in projects on time and to meet the requirements specified by the end users of the reports.

Ken worked extensively with SQL Server 2000, Visual Basic 6.0, ASP, and HTML to complete the development tasks assigned to him. I recall considering his technical skills to be superior to other candidates that we reviewed, as at the time, Ken was one of only a few that completed a pre-employment technical assessment quickly and accurately. Upon beginning his employment with OTS, he exceeded my expectations on a regular basis, and immediately added value to the firm and to our customers.

If you have any questions, please feel free to contact me.

Sincerely,



Jeffrey Graham