14TH October 2009

I employed the services of Jacek Szarapa in February 2008 and have worked with him now for over 18 months.
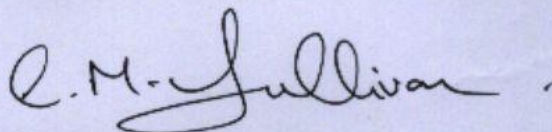
His main project was to write time management software for me and link this 'Time Manager' software to the biometric hand readers and more recently biometric finger readers that my company sell to the UK market.

Since the completion of phase 1 of the project he has continued to develop and enhance the software as has been required.

I have found Jacek to be an excellent programmer with highly developed skills of interpretation, analysis, and programming. Nothing is outside of his remit. He constantly thinks around problems and always finds a workable solution.

He is extremely reliable and always meets deadlines, resolves any bug issues quickly and will work 'outside office hours' to complete a project or correct a problem. I would highly recommend him for any project and will continue to use his services in the future.

Yours sincerely

[signature]

CLARE SULLIVAN
DIRECTOR
INSITE SOLUTIONS LTD