



Wednesday, December 4, 2002

Dear prospective employer,

During the past year and one-half, I have had the pleasure of working under the supervision of Bruce McLaren, both at OpenWebs Corporation and CarParts Technologies. During this time I have learned to appreciate Bruce's structured approach to software development, the great skills with which he manages projects, his ability to bring the team together, and his initiative.

Bruce is a very good team builder. He goes to great lengths to make sure every team member is motivated and working at peak productivity. His calm approach to solving disagreements gives the impression that he is convincing you rather than imposing his views. As a manager, he is very approachable. During our employment for CarParts he was directly responsible for the coordination of a team spread between Pennsylvania and California.

Bruce sets the example of working very hard and as a result the projects under his supervision have a tendency to be finished on time. His taste for quality work permeates the group.

Bruce displays a great deal of knowledge in finding potential problems and great initiative resolving them before they impact the project. He knows how to best employ the resources at his disposal, gives every team member the opportunity to experiment with innovative ideas, and continuously encourages the personal and professional growth of his subordinates.

In short, I am happy to recommend Bruce McLaren for a management position within your organization.

Sincerely,

Daniel Garcia-Sanchez
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