



Subject: Letter of Recommendation for Bruce McLaren

March 05, 2002

To Whom It May Concern:

I have had the pleasant opportunity to work under the supervision of Bruce McLaren at OpenWebs Corporation in Pittsburgh, PA, from July 2000 until the present time. During the course of our association, Bruce has proven to be a talented manager and was promoted to director.

I worked with Bruce on the Intelligent Trading Network product, a B2B trading product. In our work together, Bruce applied his extensive knowledge and experience in rule-based technologies, as well as his skills in project management. He is a good listener and gives his subordinates the authority to pursue and realize new ideas. He has also shown himself to be a great team player, one who has provided hands-on support for the analysis, design, and development of the product.

I highly recommend Bruce for another management position. I certainly believe that he will be very successful, and will keep moving up in his career. He is the type of manager that anyone would be happy to work for.

Sincerely,

Yilmaz Kara
Senior Software Engineer
ykara@openwebs.com