

September 7, 2010

To whom it may concern:

It is my privilege to recommend John Olivier to your company. John worked for Bizzuka from March, 2006 through August, 2010. He played a pivotal role in rejuvenating our Web Content Management Software architecture from one that had outgrown its limits to one that could scale to support an infinite number of websites. The end result helped our company earn recognition by Inc. Magazine as one of the 5,000 fastest growing companies in the U.S. in 2010.

As our Vice President of Systems and Development, John oversaw the enhancement and maintenance of our flagship content management software (OnDeCC), the development of all custom software projects, and the acquisition of all hardware and software for our internal and external systems. John has outstanding negotiating skills, and he alone was responsible for reducing our data center expenditures by almost 30%. This resulted in annual savings of almost \$50,000.

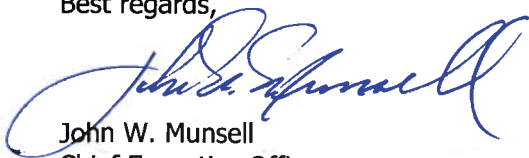
John is an extremely hard worker and his work ethic was second to none. He put in 12-hour days for almost four straight years without a complaint. During his tenure at Bizzuka, John developed a tremendous loyalty among his direct reports, and turnover was virtually non-existent.

In addition to his outstanding programming and systems architecting skills, John also has great organizational and process development skills. He masterminded the migration of over 600 websites from our server farm in Denver to a new location in Virginia. This was an incredibly complex task that involved the careful orchestration of our internal IT team and IT departments of literally hundreds of clients to ensure they experienced little or no downtime during the transition. John pulled this off with amazing agility and received kudos from scores of our clients.

John is a very intelligent and likeable guy whose calm demeanor helped center meetings with diverse and sometimes volatile personalities. He is a pleasure to work with and would be a great asset to any company.

If you have any questions regarding John and his capabilities, please feel free to contact me directly.

Best regards,



John W. Munsell
Chief Executive Officer