

To whom it may concern:

I think extremely highly of John Olivier, and therefore it is my great pleasure to write a letter of recommendation on his behalf, for consideration of employment by your company.

I have known John for more than four and a half years. I hired him to work for me as Manager of Systems and Development at Bizzuka in March of 2006. Bizzuka is a Software As A Service (SAAS) provider of web sites, intranets and extranets for over 780 clients throughout the United States. Prior to John joining our team I was responsible for the development and support of our product OnDeCC (On Demand Components and Content), as well as managing a staff of two junior programmers. In addition, as a member of the executive management team at Bizzuka, I am charged with constantly working to find more efficient, cost-effective means of fulfilling implementation of web site designs applied to OnDeCC and providing requested enhancements from our customer base to Systems and Development. Since joining Bizzuka as Manager of Systems and Development, and more recently as Vice President of Systems and Development, John has been a resource in my arsenal of tools for accomplishing these tasks as well as growing the platform to support thousands of clients.

John is a creative and original thinker. He has native intelligence, great curiosity about people and ideas, and plenty of common sense that he has applied to solving many problems at Bizzuka. In addition, he has demonstrated excellent powers of observation, and an ability to communicate and suggest change in effective but non-threatening ways. To illustrate, John was able to take the platform that was supporting about 250 clients, which was quickly having issues with "out of memory" errors and becoming very unstable and while managing the crises at hand, develop a plan of action and put in place the current system that runs our 780 plus client base on a stable platform.

Early on, John was assigned the responsibilities of developing new on demand components, supporting the current client base, and was assigned to managing programmers and support personnel.

From the beginning of this assignment, John began to provide guidance and technical knowledge to the resources he managed. His staff quickly became very loyal and he gained respect from the entire team quickly.

Over the past four years, John has provided direct guidance and technical knowhow to provide a SAAS platform that can support thousands of clients on an ASP, JavaScript, VB Script, and Microsoft SQL based system. In addition to performing these functions, John has lead the custom development of many sub-systems for specialized client requests, all the while creating the architecture for our next generation platform to be based on Microsoft's .NET, C## platform.

John is very likeable and ambitious person. I have no doubt that he will be a serious, creative and enthusiastic employee, and someday a quite successful senior level manager or executive that you would be proud to call an employee.

Sincerely,



**Lonnie Rouse**  
COO/Production & Customer Service Team Lead