



CABLE & WIRELESS, INC.

11/30/2001

To whom it may concern,

I would like to introduce you to Ed Lavine. Ed comes with my highest recommendation for any position you have available that would best utilize his skills and attributes.

I would first like to say that Ed is a very dependable and trustworthy individual. Ed displays a tremendous ability for making good sound decisions and is keen at negotiations. Another strong skill Ed possesses is the ability to unify departments with his implementation skills pertaining to systems. For example, Ed created a master database for our order activity that was utilized daily by individuals and other departments within the company for tracking purposes. This database creation paved the way for Ed and presented him with several awards and recognition within our company.

Project Management skills are strong. Ed can handle multiple issues at the same time without failing on any one individual task. But what I remember most about Ed is his willingness to dive in and help out. He recognized problems and rather than complain, came up with innovative ideas and solutions. Ed is definitely a leader, not a follower.

In closing I would like to say that I believe by accepting Ed into your place of business, be prepared for the challenge of taking on fresh new perspectives, a dependable and loyal employee committed to doing the best job possible. It was a pleasure having Ed work in my department.

Should you have any additional questions, please feel free to contact me at (678) 612-6464.

Sincerely,

A handwritten signature in cursive script that reads "Cynthia Turner".

Cynthia Turner

Cable & Wireless
Senior Manager/Billing
Global Front Office
Dulles, VA.