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To whom it may concern:

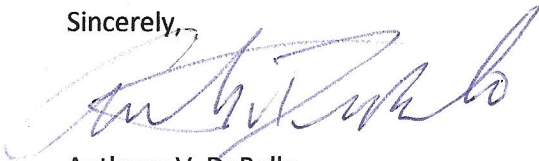
I was Anthony Cruz's program manager for about three years on Carley Corporation's largest blended learning solution contract for the Naval Aviation Warfare Center, Training Systems Division, E-2D Advanced Hawkeye Integrated Training System Maintenance (HITS-M) Contract. It was a true pleasure having Anthony on the multimedia team that consisted of an assortment of graphic artists who specialized in developing highly detailed and technical 3-D graphics and animations. Anthony was also on my small elite team of artists and software engineers who specialized in the using Disti's GL Studio (Graphical User Interface (GUI) development toolkit) to import 2D and 3D interactive graphics with object-oriented behavior, into a Java-platform, PC-based simulation.

Anthony is a talented, dedicated, and professional 3-D Graphic Artist who consistently developed superior multimedia products. He distinguished himself early in the project by developing the E-2D exterior aircraft graphics used extensively throughout the HITS-M contract. The external views of the aircraft and highly technical components received laudatory comments from Government reviewers. The Navy's HITS-M Program Manager personally presented Anthony with his appreciation for the accuracy and details of the aircraft, which was also echoed by me during one of Carley Corporation's all-hands meetings. Anthony's contributions were extremely beneficial to the team and overall success of this project.

Anthony handled pressure well and he was always willing to lend a hand or volunteer for tough assignments. He met extremely tight deadlines and changing customer requirements throughout this project. During team meetings, he provided realistic feedback and recommendations to improve process. His ability to mentor new artists on standards and requirements contributed to their seamless integration into the team.

Anthony has been a valuable member of the team and project, and I highly recommend him as a graphic artist.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Anthony V. DeBello', with a stylized flourish at the end.

Anthony V. DeBello