

There are 4 recommendations here from people who know me in a variety of business functions but were happy to recommend me in any capacity.

First, from Michael Zanczewski, Network Manager reporting directly to the President, and my immediate contact at Lapp USA. This is an ongoing ad hoc consulting position.
800-774-3539 x6202

The next recommendation is from Bryan Rogers at TD Bank in Mt. Laurel, NJ. While the project was to rebrand all the Notes databases from Commerce Bank to TD Bank, it also had large testing, help desk and project management components to it. Bryan can be reached by phone at 856-533-6457.

The next letter is from Gladys Rodriguez, who works at MetLife, but since MetLife will not send recommendation letters on company letterhead, sent it to me on blank paper and can be reached by phone at 908-253-1328.

The next letter is from Frank Good, who left MetLife to work for John Hancock in October of 2007, but has kept in touch with some of us from MetLife.

September 26, 2011

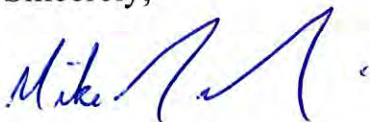
To whom it may concern:

The Lapp Group has employed Bruce Gandy as a Lotus Notes Consultant, and I have had the pleasure of working directly with him for the past three years. We have used Bruce on numerous projects involving Lotus Notes from both the design and administration side.

Most recently Bruce worked with us on upgrading all of our Lotus Notes Domino servers from 6.5.5 to 8.5.2. He worked with us from the planning stage, to implementation, to go-live ensuring that it was 100% complete at the end. He also has designed some new Notes databases, made changes to existing ones, and resolved many other database issues for us.

Overall Bruce is extremely reliable, organized, and has great time management skills. He has always been there when we have needed him, even in emergency situations. I would not hesitate to recommend him for a position in your company. Please feel free to contact me at 800-774-3539 x6202, if you require any additional information.

Sincerely,

A handwritten signature in blue ink that reads "Mike Zanczewski".

Mike Zanczewski
Network Manager

Lapp Holding, NA
29 Hanover Road
Florham Park, NJ 07932

Tel: 800-774-3539
Fax: 973-660-9330
www.lappusa.com



A Lapp Group Company
Lapp Insulator is not
affiliated with Lapp Holding,
NA or the Lapp Group



Bank

America's Most Convenient Bank®

TD Bank, N.A.

1701 Route 70 East

Cherry Hill, NJ 08034-5400

T: 888 751-9000

TDBank.com

Bryan M. Rogers
17000 Horizon Way
Mt Laurel, NJ 08054
November 4, 2010

To Whom It May Concern:

TD Bank, America's Most Convenient Bank employed Bruce Gandy as a contract Lotus Notes developer for the past six months. Bruce successfully managed a large internal rebranding project which was completed on time and under budget. Bruce is truly a team player and his customer service skills are excellent.

Bruce worked directly with our project management team to ensure timelines were met and to obtain business acceptance. I felt comfortable leaving the project within Bruce's hands because I have a high level of confidence with him.

I would recommend Bruce for a position within your company. If you would like additional information about Bruce, you can telephone me at (856) 533-6457.

Sincerely,

Bryan M. Rogers
VP, Lotus Application Manager
TD Bank, America's Most Convenient Bank

January 7, 2008

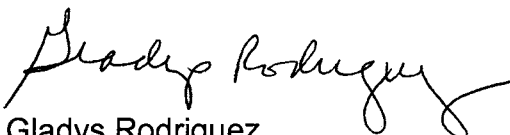
To Whom It May Concern,

This serves as a letter of recommendation for Bruce Gandy. Bruce was employed as a consultant for MetLife for over two years until December 2007. I have known him for approximately one year and feel that he is extremely knowledgeable in all aspects of Lotus Notes development. I met Bruce when I was tasked with developing a Lotus Notes database to replace one that had become outdated. Throughout my 13 years with MetLife I have worked with many application developers, but none with the enthusiasm, dedication and integrity demonstrated by Bruce. I frequently consulted with him in developing complex code for intricate functionality on the database I was working on. His application development skills allowed him to provide well thought-out solutions to business problems that appeared seamless to the end-user. His creative ideas for designing portions of the database were inventive and also astonishingly effective.

Bruce's technical expertise comes "packaged" in a friendly, witty, sincere and caring human being. He is flexible, respected and admired by technical and business associates alike for his willingness to help anyone he can. He is reliable and has impeccable work ethics. Whenever I called Bruce to assist me with a design problem, he always took the time to patiently listen to the issue at hand, analyze it and quickly sum up what was needed to address it. If he did not have a ready answer at the moment, he would do research, and with his creativity and resourcefulness always made sure he followed up and delivered a successful resolution. Bruce is also a team player and always demonstrates the utmost professionalism.

I have enormous respect for Bruce and recommend him unhesitatingly. I am confident that, if selected for your vacancy, he would provide the same high level of service and commitment. Bruce would be a tremendous asset for any company.

Sincerely,



Gladys Rodriguez
Senior Compliance Consultant
MetLife



December 5, 2007

To Whom It May Concern:

Re: Bruce Gandy

I have had the pleasure of working with Bruce Gandy over the past few years. Bruce proved himself time and again to be not only a true professional, but also a true team player.

Whatever the task at hand, Bruce always came through for us. Whether it was a Lotus Notes production problem, or an emergency regulatory request, our expectations were not only met, but also exceeded in all instances.

From a customer perspective, Bruce understands the urgency of our requests, most of them regulatory. He consistently delivers on or ahead of schedule and always makes himself available as a technical resource.

I would strongly recommend Bruce for a position with your company. I am happy to talk with you in person. Please feel free to contact me weekdays at 617-663-3191 or evenings at 781-925-4406.

Sincerely,

Frank Good
Compliance Consultant
John Hancock Annuities
Boston MA 02210-2805

John Hancock Life Insurance Company (U.S.A.)
U.S. Annuities
601 Congress Street, Boston, MA 02210-2805
Mailing Address: P.O. Box 55230, Boston, MA 02205-5230
Phone: 800-344-1029

www.johnhancockannuities.com