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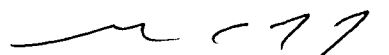
Reference Cliff Kettemborough

TO WHOM IT MAY CONCERN,

I would like to take this opportunity to introduce and **recommend** Cliff and his software engineering abilities. Cliff is an outstanding software engineer with a variety of programming skills. Cliff worked at Sierra Cybernetics for approximately 1 year as a consultant. Due to a loss of several contracts and no prospects of additional work in the next six months, Cliff was, with great regret, was no longer required as a consultant.

Sierra took advantage of Cliff's FORTRAN, System Management, and C programming skills. He was also very knowledgeable in computer architecture to include the personal computer and the Macintosh. He was familiar with the testing environment and especially database programs. He also assisted in the development of the Software Detailed Design Document for the Downsized Position Location Reporting System Display.

Overall, Cliff is an excellent employee that will contribute to any company that wishes to use his services.


George A. Rodriguez
Program Manager