

To Whom it May Concern:

Subal Smith has been employed by Envision Media, Inc. since August 2000. During this period, he demonstrated all the qualities that employers seek. He has an excellent capacity to organize information, quickly grasps new theories or applications, and has always sought to gain additional responsibilities.

Subal's zeal to improve himself has been displayed by his continues self study of programming techniques that directly affected his ability to improve the development of applications he was charged to develop.

It is unfortunate for Envision Media Inc. that, due to economic constraints, we must reorganize our organization and lose valued employees such as Subal. I would highly recommend he be considered for any position or career that he may now seek to pursue.

If you have any additional questions, please do not hesitate to call me.



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