



6/3/2013

Dear Hiring Manager,

My name is David Centofanti, and I am the IT Director for Perma-Fix Environmental Services, Inc., a nuclear services company based in Atlanta, GA. I hired Michael Cupp in 2004 to join my team and oversee one of our waste management systems.

Michael's extensive Oracle DBA & Development background was an excellent match for the role. Although he had little industry experience in waste management systems, he quickly, and impressively, took the reins of the system and was able to expand the usability, functionality, and efficiency of the entire system.

The Hazardous Waste Management software, EnviroWare (EW), manufactured by Contemporary Technologies (CTI), is a 3 tier system with the Oracle DB backend, Oracle Application Server and Oracle Forms middle tier, and Java on the end user client. The system also includes Oracle Business Intelligence and ReportSmith.

Although Perma-Fix contracted support for internal application to each systems manufacturer, Michael was able to step in and understand the Enviroware system, work with the vendors / consultants, take ownership of the systems and extend the systems by building new forms and database objects, and integrate the system with our Microsoft Solomon accounting system. Most significantly, Michael led the setup and management of functionality that was a key success in supporting our largest waste management contract at the time, waste scheduling, pickup, and management of waste for a fortune 500 retail home improvement chain. Michael's overall contribution to perma-Fix was to allow us to eliminate virtually all of our 3rd party application support in these areas, thus internalizing the development and support. This not only reduced costs, but also shortened the development lifecycle and improved our users experience.

Michael delivers what he promises, and does so on time. Michael never presents himself less than professional, and is willing to go the extra mile. Michael communicates well with all levels of an organization. I would definitely recommend Michael for an IT Management position with any company.

Sincerely,

David Centofanti

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