

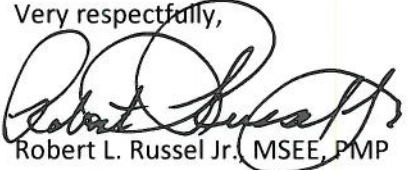
445 Wilson Road
Troy, OH 45373
September 20, 2013

To whom it may concern:

I want to pass on my personal recommendation of Michael Cupp. I've worked with Michael for over five years at the Enterprise Business Systems Office for the Air Force Research Laboratory (AFRL), which provides corporate business software development and computer operations support for over 12,000 AFRL employees worldwide. Michael is the IT Operations Manager for our organization.

Michael is one of the finest IT technical managers I've met, and I've been in this business over 30 years. He has a strong technical breadth and depth of numerous technologies encompassing network infrastructure, database technologies (including Oracle), server administration, information security, and software development. He also is a calm, organized, respected manager who effectively directs highly technical subordinates through one successful project after another. He would be a great asset to any organization lucky enough to get him.

Very respectfully,



Robert L. Russel Jr. MSEE, PMP