***BLUELIGHT.COM (KMART)***

June 5, 2001

To Whom It May Concern:

As Technical Applications Manager at Bluelight.com, I have managed many different Oracle Applications technical and function people. During the first 4 months of 2001, I hired Jacob Daniels as a software engineer in my group, and this letter is to comment on my experience working with Jacob.

Jacob was immediately thrown into a rapidly changing group, where learning our customized system and producing enhancements was critical. Bluelight was in the process of rolling off the Oracle Professional Services consultants we had hired for the last year to customize and implement our Oracle Applications system. Therefore, Jacob had to quickly assimilate knowledge of the system technical design and customizations from the departing consultants. Jacob was tasked with learning all customizations and functionalities of the order entry system, the warehouse interface, and some parts of the inventory interface. We were very happy that Jacob was able to quickly come up to speed in these areas, and then immediately begin to perform business-critical additions and changes.

In particular, I was very impressed with the way Jacob carried out his work, from analysis to implementation and post-production support. His analysis was always very complete, and easily understood by users and management so different system extension options could be evaluated with all relevant information. He has the rare ability to be able to effectively communicate will all different types of people (technical peers, supervisors, end users, etc.), and this was definitely an asset within our organization. Other developers and QA personnel were able to learn a lot from Jacob because he can clearly communicate complex ideas in a methodical style. Jacob was able to quickly scope requested enhancements, and give solid estimates of how long it would take to produce high quality, well-tested solutions. His organizational skills were valued because he could effectively schedule and manage his work, without me having to give guidance every step of the way.

Jacob is a very skilled software engineer with good documentation skills. We did many production pushes of code Jacob had developed and tested, and I can only recall one occasion where we had a problem with the code push. Overall, his code seemed virtually bug-free, and other developers appreciated how he documents his code so that it can be easily understood in the future.

In summary, I would definitely hire Jacob again, and would recommend him to other companies without hesitation. He brings a long and varied background in information technology that can be hard to find today, and Bluelight definitely benefited by employing his consulting services.

Sincerely,

Roger Shirakawa

Technical Applications Manager

Information Technology

Bluelight.com

San Francisco, CA