



CABLE & WIRELESS

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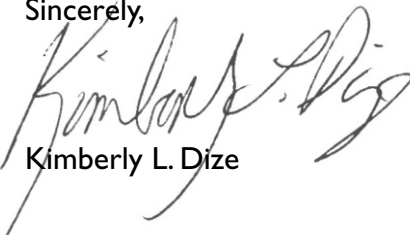
To Whom It May Concern:

Thomas Houck has worked for me at Cable & Wireless (C&W) for about 1 year. He has been employed at C&W for over 2-1/2 years. He manages the graphics and web design teams in the Global Network Engineering (GNE) division under my management. His staff and I regard him as a highly respected manager within C&W who takes great pride in his work. His attention to detail and timely completion of requests has contributed to his great reputation within C&W.

Our vice president of GNE often calls on Thomas to create presentations for international speaking engagements and meetings. He relies on Thomas' expertise in creating those presentations and completing them, quite often, with minimal notice. I, too, have asked Thomas to help with projects and requests that are outside his normal job duties and he has complied with the same enthusiasm and creativity he puts into his day-to-day duties.

Thomas has strong managerial skills and highly technical graphic skills. He is a true talent in his field and I would highly recommend him for employment.

Sincerely,



Kimberly L. Dize