

July 9, 2010

Deborah Wilson
Director of Human Resources
Manchester Community College

Dear Deborah,

Will Usher has been an F3 employee since 2008 and has been a key member of our engineering team. While I would be upset to lose Will to another organization I have a strong appreciation for his capabilities and his career goals and would be glad to serve as a recommendation for any future opportunities he might pursue.

Will joined our team as a junior engineer and has very rapidly amassed a great deal of knowledge and know-how around the technologies and solutions we sell and implement for our customers. He is a very capable problem solver and is quickly able to assess a challenge or business issue and develop, communicate and execute a plan to address the challenge or issue.

While Will's leadership and management experience at F3 has been limited, whenever he has been placed in a leadership role he has excelled. During Will's tenure at F3 he has taken over management responsibility for our internal IT infrastructure. He developed a solid plan that addressed the current state and future direction of our IT Infrastructure and has been working with the team to maintain appropriate SLA's and properly manage all F3 internal IT projects and issues. He has also had opportunities to take a leadership role with a few of our customer's such as Southern Auto Auction, where his expertise, professionalism and determination led to a successful project and a very happy F3 customer.

I'm confident Will we be successful in any endeavor he chooses. If you have any questions, please feel free to call me at 860-913-2502.

Sincerely,

David M. Hebert
President, F3 Technology Partners