



December 18, 2000

Mr. Jon Seidel
EDP Consulting, Inc.
3373 Guido Street
Oakland, CA 94602

Dear Jon:

I want to thank you for working with me over the past year. Your coaching has been invaluable in developing an outstanding technology staff at Online Partners.com, Inc. We have covered many subject areas and each one has increased my competence as the Chief Technology Officer.

This was especially critical during the early dotcom era when the land grab and associated high-growth environment were in full swing. Learning management skills from you has brought the necessary communication and stability to survive in that climate. Various techniques for tying technology to the business, such as needs assessments, insights into project management, connections to consulting and staffing resources, and getting the CEO's attention at critical points have made my job a success.

The benefit of your experience translated into the successful recruitment and retention of excellent managers and staff in IT. The standard at our company was raised by the quality of our technology group. Its organizational structure reflects your understanding of how to best create interactions within and among departments. Better communications were achieved through thoughtful individual interactions, meetings, and written communications. Having me focus on those communications created an awareness of the importance of building and maintaining relationships outside of the IT department.

Of special note was our success in supporting a facilities move from a "garage" start up space to a high rise on Market St. without any infrastructure for IT – in fewer than forty-five days. I feel confident in recommending you to anyone who would need technology management coaching or mentoring. Please do not hesitate to contact me should you ever need to have a prospective client hear firsthand the benefits of your skill and knowledge.

Sincerely,

Alan Carpenter
Chief Technology Officer