

Rob Cook

3725 Newland Drive  
Round Rock, TX 78681  
512/238-8021  
rcook4@austin.rr.com

October 4, 2002

Dear Sir or Madam:

I am honored to write this letter of reference for Mr. Bil. Alvernaz. I worked closely with Bil. for more than a year at Motorola. If fate allows, I would gladly work with him for many more years. I consider leadership, vision, and the ability to work with people towards a common goal as Bil.'s outstanding traits.

Bil. leads by example – and he sets a very good one. He holds himself to the highest standards and appreciates high performance in those around him. I have witnessed Bil. effectively and efficiently capture the needs of his “customers” and figure out how to deliver not only on those needs but on their unstated desires. Bil. enjoys his work environment, celebrates his achievements and the achievements of others, and he builds a culture of inclusion.

I had the honor of testing Bil.'s portal Intranet design as he was building it. Bil. had a vision of how he could greatly improve the way people worked and communicated within our division. Using his vision, his technical know-how and his leadership skills, he created an information tool that fundamentally changed the way we worked. The achievement was stellar; the design was adopted across Motorola and this design is now changing the way tens of thousands of people are working today.

I offer the highest recommendation for Bil. Please feel free to contact me with any questions you might have.

Sincerely,

Rob Cook  
Business Development Manager  
Motorola Multimedia Systems Division