

I was employed by A.G. Heinze for twenty-nine years. During the final eight years I was the general manager of the company, which means that I oversaw every facet of the A.G. Heinze operation.

Brian started working with us sometime in 1991 initially as a consulting programmer until he was hired as a full-time analyst/programmer and network administrator.

Brian is an experienced programmer as evidenced by his resume, but what he is best at is analyzing a problem and then designing a solution or program structure to solve the problem. He not only utilized the software components to create solutions but also worked with the end-users and management to produce the best results.

From the time he joined the company, even before, he was my right-hand man for much more than programming issues. He performed superbly at whatever task he was given in the areas of cost analysis, inventory control, networking, personnel, taxation, payroll, accounting, and every other area including five separate relocations of the business and he did it all with enthusiasm and vigor. If a department was in disarray, I would send Brian in and he would straighten it out, in the process earning the respect and admiration of people in that department... I could go on. Brian's work is always done with enthusiasm, efficiency, and within an ethical framework.

I highly recommend Brian without reservation as a programmer, system analyst, systems administrator, and operations manager.

Sincere Regards,

A handwritten signature in cursive script, appearing to read 'S Palmer'.

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