

October 16, 2001

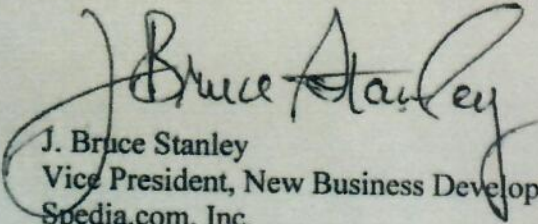
Re: Andy Brown

To Whom It May Concern,

Nearly two years ago, I hired Andy Brown as a Business Development Manager in a true dotcom start-up environment. Unlike many who are hired under similar circumstances, Andy listened, took his time to understand the products we were providing, and the market into which we were selling. As a result, he became very successful in an arena that continued to become more and more competitive in the face of declining market demand. He remains successful to this day, when others have failed and moved on.

Andy is a professional dedicated to not only his success, but also that of his employer. He has set lofty goals, has been willing to sacrifice to achieve those goals, and has remained focused in his pursuit of success.

Andy is honest, willing to take on multiple tasks, and not afraid to work hard. I recommend him highly, and given the opportunity would not hesitate to have Andy as an employee again.



J. Bruce Stanley
Vice President, New Business Development
Spedia.com, Inc.