Hewlett-Packard Company
3000 Hanover Street
Palo Alto, California 94304

Mailing Address
PO Box 10301
Palo Alto, CA 94303-0890

415/857-1501

From: Mark J. Vialle **Date:** October 12, 2005

To: Who it may concern **Subject:** Reference for Luis Sierra

Luis Sierra has worked as an external consultant from Albany Systems for Hewlett Packard providing full time services from November 2002 to the present in several of our HP sites and projects world-wide.

In his e-Commerce Quality Management position, Mr. Sierra performs a highly professional job and is an extraordinary asset to our organization.

Being extremely organized and competent and combining excellent written and verbal communication skills with his ability to manage a team and work independently, at Hewlett Packard, Luis planned, organized and managed the Quality Assurance (QA) activities for our eBusiness Program.

His QA, eCommerce and Internet project experience is exceptional and has led an increasingly large team of QA professionals. His written and spoken English, French, German and Japanese constituted an excellent advantage in communications.

As quality professional, I highly recommend Luis Sierra for top-profile QA assignments with any large corporation in Europe, Asia or the Americas.

Sincerely,

Mark J. Vialle
HP eBusiness USA
Program Director
3000 Hanover St.
Palo Alto, CA 94304

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From: Ted Keating **Date:** September 13, 2004

To: Who it may concern **Subject:** Reference for Luis Sierra

The purpose of this letter is to serve as a reference for Luis Sierra, who has worked as an external consultant from WorldStar Consulting, Ltd as a subcontractor to LogicaCMG, for Hewlett Packard.

Luis provided full time services to HP from November 2002 to the present in our HP site in Grenoble, France. In his consulting role at Hewlett Packard, Luis planned, organized and managed the Quality Assurance (QA) activities for our eBusiness "Business to Business" project. In this role, Luis worked with HP personnel and other external consultants to determine the QA approach for several software releases, in coordination with our project team as well as with several other project teams that were cooperating in an overall, integrated release.

Luis made many strong and sustained contributions in this role. He set up a QA team, developed an approach and methodology, and led a small team of QA professionals. His command of English, written and spoken, is excellent. His QA and Internet project experience is extensive and he put it to good use on our project. I highly recommend him for other challenging QA assignments with HP, either in Europe or the United States.

Sincerely,

Ted Keating
EBusiness Development Manager
Hewlett Packard Company
110 Spit Brook Road
Nashua, NH