

April 19, 1999

RE: Letter of Recommendation for Faustas Zilinskas

Faustas Zilinskas has worked in No Magic from February 1, 1996 until April 30, 1999. During these three years, has constantly demonstrated solid technical skills, teaching and mentoring abilities, and a strong work ethic. Mr. Zilinskas was hired as a Programmer, was soon promoted to a Project Leader. From June, 1997 until May, 1999, he has been employed as a Senior Project Leader.

During his 3+ year career at No Magic, Mr. Zilinskas has worked on many projects, both company internal projects and client assignments. Leading the development effort of No Magic's first product, "MagicDraw UML" (<http://www.nomagic.com/magicdrawuml/>) was the largest project (over 7 man years spent to date), on which Mr. Zilinskas has been assigned.

During his employment with No Magic, Mr. Zilinskas had the opportunity to visit various No Magic US clients on their sites. His goals during such trips were to gather requirements and in general acquaint clients and prospects with No Magic's Lithuanian programmers' technical capabilities. Mr. Zilinskas served as an excellent ambassador of No Magic in carrying out such on-site client presentations. Mr. Zilinskas has excellent written and spoken English skills. His ability to communicate with the clients was a foundation for success with clients and prospects.

Mr. Zilinskas is quick to adapt to changing industry trends and exhibits vision on the direction of the industry. He was the first person in No Magic who learned the Java programming language and successfully applied this knowledge in one of the first No Magic projects. Until his departure from No Magic, he has been responsible of the application of Java technology in No Magic.

As part of his tasks as a Senior Project Leader, Mr. Zilinskas has taught new technology and No Magic's development process to new hires and has assisted in new hire mentoring. Mr. Zilinskas has demonstrated teaching and mentoring skills, and has the respect of the team members who work for him.



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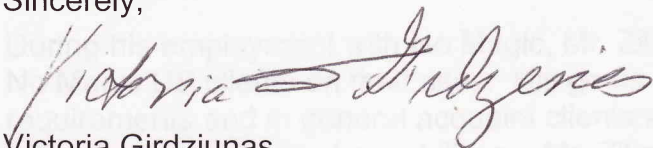
During his employment at No Magic, Mr Zilinskas has consistently demonstrated strong technical skills, vision on industry direction and technical team leadership skills. He displayed creativity as a Project Leader in non-technical endeavors such as writing proposals, preparing client presentations and developing project bonus plans for the purpose of motivating employees. Mr. Zilinskas is a reliable and responsible 'self-starter'. Once given a direction, he does not require constant supervision or guidance from upper management in performing his daily tasks needed to achieve goals. Taken all of the above into consideration, Mr. Faustus Zilinskas would be a great asset to your organization.

Should you have any further questions or would like to discuss Mr. Zilinskas's qualifications in more detail, I may be reached at:

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Sincerely,



Victoria Girdziunas
Vice President
No Magic, Inc.