

January 26, 2016

To Whom It May Concern,

I worked with Fred Heald for four years at NTN Buzztime in Carlsbad, California. I consider him to be among the very best developers that I know. As a Project Lead for one of Buzztime's premier products, I had a front-row seat to the work that Fred did. Given minimal requirements, he was able to identify critical points of data integration, work with other development teams to acquire the back-end resources he required, and developed and tested his own code. Fred was responsible for performing releases to our integration, staging, and production environments. The reliability of his deliverables, and his willingness to contribute beyond normal working hours when required, made him an integral part of our Product Development team.

During Fred's last year at Buzztime he was solely responsible for the development, release, and maintenance of the company's multiple web assets. From the corporate web site to the various marketing micro-sites, Fred acted as a development resource, and provided technical guidance to the Marketing department as they strove to strengthen the company's Internet presence.

I don't know what Fred's next challenge will be, but I strongly recommend him to any company in need of a dependable development person with a broad range of technical expertise.

Sincerely,

A handwritten signature in blue ink, appearing to read "Keith Retzack". The signature is stylized and cursive.

Keith Retzack