



September 24, 2002

To Whom It May Concern:

Mike Pugh worked at divine, inc. for approximately three years. He came to divine via the acquisition of his prior employer, Web Design Group. During the integration of his company he was the consummate team player. He worried less about whether he was going to be offered a position in the acquisition and more about his contributions to the organization. He quickly provided value to the team and showed his willingness to be flexible during unpredictable times.

Although the nature of his position changed from a web copy writer to more of a web master and web content developer, Mike was up for the challenge and quickly amassed the knowledge necessary to contribute in his new role. This is testament to his work style which is flexible, open and self motivated. His contributions to the divine web team have been many, including overall web content development, insights into usability and implementation and use of our content management product, divine Content Server.

In my opinion, Mike comes highly recommended for any job he might seek after returning from his international travels. We will miss Mike at divine, but we see the pursuit of this journey as an example of the type of person and employee he strives to be, a seeker of knowledge, an innovator and one who does not just do what is expected of him but one who seeks to go beyond in all his endeavors.

Kind Regards,

A handwritten signature in blue ink that reads "Lisa Collings". The signature is fluid and cursive.

Lisa Collings
Vice President of Marketing, divine, inc.