

Shannon McCarthy
8720 Western Farm Rd.
Missoula, MT 59808

February 1, 2009

Dear Shannon:

Thank you for your good work while on assignment at Microsoft through Volt. Because of your strong performance, you have been selected as an Outstanding Employee in our Employee Recognition Program.

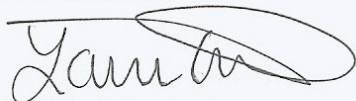
During your three assignments as a Content Provider/Style Editor you have received the highest possible performance ratings from your Microsoft manager. Recently, your manager praised you by saying "Shannon contributes throughout the assignment process and is in all senses a partner in the process. Shannon has long since earned the trust and respect of all team members. Her writing style is engaging, smart, and witty and has captured a significant number of MSN home page placements in the course of her contract. She proves her style savvy and writing talents on a weekly basis".

Your ability to build relationships and rapport while working remotely from Montana illuminates your commitment to your team, your enthusiasm and determination to produce quality work.

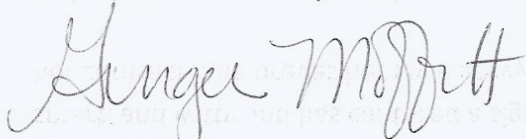
I am delighted to have had the opportunity to work with you and on behalf of Volt, thank you for your many contributions.

Sincerely,

Lauren Ciminera



Employee Relations Representative



Ginger Moffitt

Employee Relations Manager