N O V E L

July 22, 1994

To whom it may concern:

I am Duane Murray, former VP of Corporate Marketing for Novell, and former General Manag
of Novell's Network Products Division. Prior to Novell's acquisition of Excelan, I worked as t
Direct of Product Marketing, and later the V.P. of Marketing for Excelan. During the years of
1987 and 1988, Eric worked in my marketing department as the UNIX Product Marketing
Manager. His responsibilities included full life-cycle management of several TCP/IP-based
networking products. His job was to interface with Engineering to define the next generation of
products, to manage the product roll-out team, and to launch his products, and engage in various
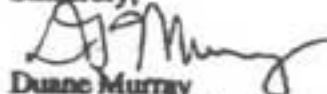sustaining marketing activities.

To this end, I found Eric to be a superb Product Marketing Manager. He quickly versed himself
networking technology and learned the ins and outs of the networking market, and was able to
bring this knowledge to bear in his discussions with Engineering, Applications Engineering, and
the sales force. Eric won the respect of people both on the rollout team and in the sales force, a
was able to work effectively with people throughout the company to execute his strategies. In
addition, Eric published several articles and gave a number of industry talks on networking and
distributed applications technologies which helped position his products. The articles indicated
Eric's foresight into important developments in the industry.

Eric also managed a strategic relationship with the Santa Cruz Operation, which involved joint
development projects, which was key to the success of his product lines.

Overall, I would say that Eric is hard working, is extremely quick in mastering new technologie
and markets, has a good strategic sense, is an excellent communicator, and is able to rally and le
people towards a common goal.

I highly recommend Eric Wasiolek for a marketing management or strategic marketing role in yo
organization. I would be glad to discuss Eric's qualifications in more detail over the phone.

Sincerely,

Duane Murray
Former VP of Corporate Marketing, Novell
Former General Manager of the Network Products Division, Novell