

## To Whom It May Concern:

Tomasz Oleniacz was a key technology doer that helped ConsumerSearch.com grow from startup to a sale in 2007 to the New York Times for \$33 million. One of the great things about Tomasz is his judgment. I could talk to Tom about a project once, giving a series of 20 priorities to keep track of, and Tom would come back with that project weeks later with every single concern I had addressed, and every single priority weighed thoughtfully. He was self managing, constantly innovating new ideas and new initiatives, and following complex and difficult directions exactly and with precision. If my instruction list was 80 points long, when Tom finished a project, all 80 issues were addressed. I could have Tom tackle complex tasks using technology he had never used before, and he would quickly master the technology to a degree I found astounding. Tom is one of the most talented people I have ever employed, and this says a lot, since I have been part of three startups, all of which sold about for \$30 to \$50 million, and have employed many hundreds of people during a lifetime of working in technology and publishing. Tom runs himself, with a kind of relentless energy that I did not have to provide for him. More than any other person I have worked with, Tom *\*thinks\** about everything he is doing. I don't let people with this much talent go away easily, and in fact, I tried to keep Tom working with me in the USA by means of the H1B visa application program. Unfortunately, there were too many applicants, and Tom did not win a place in the lottery and had to leave the USA. So, my loss is somebody else's gain. Tom is one of the secrets that anyone like me has that builds companies, the kind of talent you wait years to find and hope never to lose. Any person reading this is welcome to call me at 202-966-7907 to discuss.

*Derek Drew, Founder and former CEO of ConsumerSearch.com, April 28, 2008*