



February 20, 2007

To whom it may concern:

I am very pleased to write a letter of reference for Kevin Watson.

As the Senior Vice President, Worldwide Engineering for NetManage Inc., I worked closely with Kevin, who was our Director, Engineering in the Ottawa branch.

In this capacity, he managed the engineering team and was responsible for new product development. He successfully oversaw the product design, development, planning, and delivery. Kevin worked closely with Sales, Marketing, and Customer Support to maintain the product's competitiveness.

After cutting the Ottawa development staff by 50%, I promoted Kevin from Manager to Director to ensure the timely delivery of new products; I was not disappointed. Kevin initiated four new product lines which continue to drive new sales revenues. Kevin also increased the number of releases per year over his predecessors.

We have made a corporate decision to consolidate all of development in Haifa, Israel. I found Kevin to be very competent, technically savvy, and innovative. I would highly recommend him as an excellent candidate for any leadership position you may have.

A handwritten signature in red ink that reads 'Ido Hardonag'.

Ido Hardonag
Senior Vice President, Worldwide Engineering