



Date: October 15, 2012

To Whom it May Concern:

As the Senior Technical Architect for HP on Disney's Next Generation Experience (NGE) project, I have had the pleasure to work closely with Richard Lapenna for the past year. During that time we have partnered together to design the IT infrastructure in support of the program.

HP and Disney have enjoyed a long-standing partnership in the design, adoption and implementation of innovative solutions in support of Disney's business objectives; therefore it is absolutely critical to HP to work with technical professionals on the NGE team to ensure we understand the program's IT requirements. HP has over 200 highly skilled system engineers working on this project, supporting numerous technologies ranging from operations to development.

Richard's role as the Principal Technology Architect in support of the program, is to work collaboratively with HP designers, engineers and support staff to deliver the technology landscape for NGE – considered by many in the company as one of the most complex and leading edge implementations of our technology ever undertaken in North America.

His experience in the delivery of enterprise-class platforms has been a crucial factor in our success. He developed new ways of visualizing the IT landscape for NGE, which proved advantageous to HP's understanding of the known Infrastructure as a Service (IaaS) model. He designed the NGE Application Infrastructure Diagramming (AID) model, which is heavily used by the application teams to validate the solutioned environment will meet the current requirements.

His experience in virtualization technology has contributed to improvements in our design and supporting processes for the implementation of technologies from companies such as VMWare, Progress/Sonic, Oracle and Microsoft, which support over 80% of the IT computing fabric of NGE.

Technology diversity remains a key challenge facing Disney and subsequently HP. Richard has brought extensive knowledge to the program in this area, partnering with HP to resolve numerous complex integration constraints and challenges.

The NGE solution has dependencies in multiple technologies, which have been delivered through custom applications in support of strategic business functionality. Richard's real-world delivery expertise in support of cross-platform application integration methods have proven not only valuable to HP, but have lead us in new directions in terms of adopting our technology to align to these business requirements.

Agile application development is another key area where Richard's experience has proven valuable to our efforts supporting the program. He designed, prototyped and delivered multiple software configuration

management (SCM) solutions to meet continues integration (CI) mandate for complex java development streams that were leveraging aspect oriented programming (AOP) models.

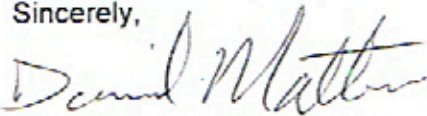
AOP in support of representational state transfer (ReST) design is an area of expertise, which is extremely rare. His experience and expert-knowledge of these development scenarios combined with his deep technical awareness of enterprise application integration has enabled Disney to be highly successful in this area.

He was the driving force behind Disney's acquisition of SCM/CI technology and continues to work closely with HP to ensure these technologies are integrated into the core infrastructure supporting the program. His contributions have shortened the application deployment lifecycle from weeks to hours, making it possible for our engineers to transition technical processes to Disney resources using automation technology delivered in this space.

Richard possesses a unique skill set, which blends practice experience with in depth technical knowledge. He has frequently worked with me to set expectations with senior Disney executives and to help deliver briefings, which made it possible to translate extremely technical concepts and present these concepts in a business context, which the executive understood. At the same time, he possess the ability to effectively communicate with supporting low-level engineers – translating business requirements into practical project tasks, successful milestones which could be understood by all parties in delivery continuum.

I found him to be extremely competent, knowledgeable and extremely passionate in support of the program and HP's involvement on the project. I welcome the opportunity to continue to work with Richard and look forward to our continued success on NGE.

Sincerely,



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