

## **Professional Endorsements**

**From Contract Clients, Colleagues, and Employers on LinkedIn**



**MOSAIC**

"I worked closely with Eric for nine months creating immersive digital experiences. The team and I relied heavily on him for his gaming industry and technical expertise. Eric was consistently raising the bar and finding ways to incorporate his vast experience into building something new and engaging. I can honestly say that I learned a lot from him. Eric was a great leader for the team. He had a remarkable ability to keep the team and the clients interested and engaged throughout the entire process and I very much enjoyed working with him."

**September 29, 2023 – Russ Engoran – eLearning, VR Immersive Learning and Instructional Design Expert | Digital Learning Group with The Mosaic Company**



**MOSAIC**

"Eric Scharf is a highly educated and well-spoken individual. He is a pleasure to work with. Very kind and hardworking employee. He puts 110% into the projects he works on. I specifically got to work with storyboards he has written and they always left me in awe of the detailed efforts he put into them. I have nothing but positive things to say about Eric."

**September 25, 2023 – Aviana Vasko – Quality Assurance Specialist | Digital Learning Group with The Mosaic Company**



**MOSAIC**

"It was a pleasure to work with Eric! We were on several VR projects together and he did a fantastic job working with the client building trust and a solid rapport. Eric is very detail oriented and explains complex procedures in an easy way for the layman to understand. I recommend Eric with no hesitation. He will be a great addition to your team."

**September 21, 2023 – Douglas Braunschweig – Senior Project Manager | Digital Learning Group with The Mosaic Company**



**MOSAIC**

"Eric and I worked together as a duo designing and developing complex virtual reality training programs focused on safety protocols in the utilities industry. I brought my design and writing background, and he brought his art and development experience to combine into a collaborative partnership. He was instrumental in leading our outsourced developers from concept to solution, and shared his expertise with me (as the designer) and our clients to support a smooth and comprehensive creative process. Eric was a valuable teammate and mentor, and embraced learning from me as much as he was open to teaching. He helped me raise my skills in photoshop, 3d modeling, process improvement, and user interface design, and his contributions directly improved our end results for our clients. Eric is thorough, contemplative, and a driver for quality and completeness, something all clients desire and appreciate."

**September 15, 2023 – Michael Haynes – Senior Instructional Designer | Digital Learning Group with The Mosaic Company**



**TechnipFMC**

"Eric is a pleasure to work with. He is thorough, communicative and comes with solutions. Additionally, he cares about the end goals and drives for completion. Truly enjoy working with Eric. He is an absolute asset!"

**September 8, 2023 – Aaron Perzan – Advanced Strategic Project Management and Implementation with TechnipFMC**



**MOSAIC**

"I had the opportunity to work with Eric for six months while I was employed as a Project Manager by The Mosaic Company. We collaborated across various XR and WBT initiatives. Eric was a very necessary and refreshing addition to the team. We quickly benefitted from his attention to detail and analytical skills towards deconstruction of existing plans and generating new ones.

I was most impressed with his ability to ask the necessary questions, sending the team and clients down the right path. Eric was quick to diagnose the current conditions, unearthing issues with existing projects when he came on board. He also recommended new processes and procedures to guide us through new initiatives with a more productive approach.

Last but not least, Eric was a very dedicated colleague and educator. He always offered to help regardless of the task and spent time with colleagues and clients who wanted to learn more or required additional support."

**November 3, 2022 – Carla Allen – Senior Project Manager | Digital Learning Group with The Mosaic Company**



"I had the opportunity to work with Eric for a Mobile dashboard project. Eric is very detail oriented and always have the end user's experience and market practices/standards in mind to provide us recommendations for the system's design. He is also very patient to deal with frequent questions and change requests. It was a great experience to work with him, definitely recommend him if you want to make sure your product will provide a great user experience to your customers."

**August 27, 2016 – Emi Arashiro – Project Lead | Project Coordinator | ITIL v3 Expert with Mars, Inc.**



"Eric has been a pleasure working with over the last few years at both Publicis & then RDI/A. His dedication to his clients and team is second to none. He is there to clear the path so his team is successful. He's very focused and dedicated to partnering with his clients to reach success in their goals. Eric lifts the spirits of those he touches."

**September 23, 2015 – Bill Goodin – Program Manager with RDI/A Digital**



"I've had the privilege of working with Eric Scharf as a Sr. Project Manager on multiple projects. I found Eric was incredibly thorough in his level of detail, documentation and responsiveness to clients. He was very much a team player and engaged the right people at the right time to ensure cohesiveness across the work. Eric worked across multiple accounts and was able to manage his time and deliverables with exceptional delivery. He is very personable with a friendly and approachable demeanor and will deliver, time and time again!"

**September 14, 2015 – Todd Donohue – Executive Creative Director with RDI/A Digital**



"Eric is one of the nicest and most detail-oriented project managers I have ever met. Forward thinking and a problem solver, Eric cares deeply and often goes out of his way for his co-workers, clients, and to ensure the success of his projects. It was wonderful working with him."

**August 29, 2015 – Joy Reed – Senior UX / UI Designer with RDI/A Digital**



"Eric is a very organized Project Manager with a very good eye for details. He's very precise when it comes to assigning tasks and ensuring everyone is on the same page. He communicates well with internal and external stakeholders and is a pleasure to work with."

**August 28, 2015 – Micah Ngelale – Head, Planning and Documentation with Rivers State Sustainable Development Agency**



"Eric navigated stakeholder ambiguities to keep a short-turnaround project on track. Our discussion at the start made ideation and scoping move quickly. This let me complete a competitive analysis, prepare content strategy recommendations and set up his team to continue the project. Throughout the process he was professional, spirited and results-oriented."

**August 24, 2015 – Stephen Rynkiewicz – Financial & Technology Editor, Content Manager, Digital Strategist**



"Eric was given our account after someone else put it way behind schedule. We were quite unhappy. Eric let us unload on him - then went to work. Communication and status updates went from zero/random to 100% and regular. He got it done after sifting through countless emails, the SOW, and notes from phone calls. GREAT guy for getting it DONE."

**August 18, 2015 – Carl Albrecht – CEO with PointManagement**



"I worked with Eric on a very important systems project at the agency. I was involved with the project in addition to my regular responsibilities and Eric was flexible and helpful, always making sure I had what I needed when I needed it. He provided the stewardship and expertise we needed to keep the project moving."

**February 22, 2015 – Linda Ranieri – Media Director with Team One**



"I have had the pleasure of working with Eric on several work projects over the course of our relationship, and I have been consistently impressed with his skills across the board. Genuine and very approachable, Eric fosters a true collaborative spirit when engaging with others and makes business meetings a true pleasure. He is highly proficient when it comes to project management and his attention to detail is thorough and ensures that nothing slips through the cracks. Open to creative brainstorming and always willing to go the extra mile, his enthusiastic approach and his business acumen are exceptional assets to the organization as a whole. He is a true professional in every sense of the word, and I would highly recommend him to anyone."

**January 18, 2015 – Emily Kushvaliev – VP of Procurement – Technology Services with Re:Sources USA (a division of Publicis Groupe)**



"So pleased to have Eric assigned to my latest project. His strong organization and communication keeps everyone (especially me!) on track."

**January 13, 2015 – Lindley Parker – VP, Director of Client Operations with Leo Burnett Detroit**



"Eric is a pleasure to work with. Always a smile on his face, even when in challenging situations. Eric's communication and management style provides a balance to the team even through stressful moments. He works very hard to understand the client's needs and drive his team accordingly. He reviews his process continually and works to make changes whenever necessary to help his client and team be successful. Eric is extremely helpful and willing to do whatever needs to be done with a great attitude."

**January 13, 2015 – Bill Goodin – CSM, Freelance Digital Project Manager, Business Analyst, Strategist**



"Eric Scharf is a seasoned Project Manager adept at communicating with and concurrently managing the requirements of multiple stakeholders. He consistently responds in a timely fashion and manages project schedules to meet deadlines. Additionally, Eric delivers creative solutions to overcome challenges / constraints. He is a pleasure to work with, highly ethical and an invaluable contributor."

**January 12, 2015 – Sally Brennock – Director, VP with Starcom MediaVest Group**



"Eric is one of those exceptional managers who naturally serves as an inspiring member for the whole team. Eric exhibits strong interpersonal skills and a unique capacity for empathy. These qualities most notably translate in his ability to motivate a team to care about its project and be invested in the project's success. Eric is the go-to person for critical problem solving. Though he's never one to draw attention to himself, Eric's positive attitude and the respect others feel toward him are substantial."

**January 9, 2015 – Ranjit Samant – Contract Enterprise Architect with TATA Consultancy Services**



"I have had the pleasure of collaborating with Eric on several projects at Motorola Mobility and have found him to be an excellent team member to work with. He is extremely knowledgeable about digital technology and processes and has a keen eye for detail. He works with a sharp focus on deadlines and quality assurance, and can be counted on for quick replies and feedback. Eric will add value to any team fortunate enough to snag him."

**June 18, 2012 – Ruth O'Brien – Editorial PM, Video Solutions with Google – Motorola Mobility, Inc.**



"Eric is a generous human willing to help out anyone in need. He is a great Project Manager to connect with and consider for anything appropriate. He is a great individual with an ability to take care of any project no matter how difficult it is. Eric has been a tremendous asset to my clients and has always ensured the on-time completion of projects he worked on. Its always a pleasure to be associated with a professional of great caliber like Eric! Highly recommend to all others. Thank you!"

**June 12, 2012 – Kulkarni Vishal – DFP, Content Coordinator with Patni Computer Systems**



"I have had the pleasure of regularly collaborating with Eric while at Motorola Mobility, and he has delivered every time. He is a customer-service oriented, extremely motivated Project Manager. His years of experience and in-depth knowledge of operational infrastructure allow him to find solutions rather than problems. He has a natural ability to establish and quickly grow interpersonal and interdepartmental relationships with ease.

If forward-thinking communication, excellent organizational skills, and the ability to seamlessly weave between the fine details and the big picture are essential to your business, then so is Eric. I highly recommend Eric to any business in search of the perfect Project Manager."

**June 8, 2012 – Lisa Fukshansky – Contract Digital Asset Manager with Google – Motorola Mobility, Inc.**



"I have worked with Eric on several global online initiatives, and come to find his planning meticulous and well thought out. His dogged approach to resolution of issues has ensured that our projects or project elements were delivered on time, each time. A real pleasure to work with."

**June 5, 2012 – Ray Collins – Online Support Strategy and Ops Mgr. with Google – Motorola Mobility, Inc.**



"Eric and I worked together for much of the past year at Motorola Mobility. He offers a diverse skill set that enables him to be versatile in many areas, from project management to user experience. He diligently focuses on all aspects of projects, the end-to-end solution. Eric's communication is phenomenal, he always strives to be involved and is always there if you have questions or need help. Many environments would benefit from Eric's diverse skills and personable working relationship. I highly recommend Eric and look forward to working with him again."

**May 3, 2012 – Evan Scronce – UX/UI Designer with Elevation**



"I have worked with Eric on various digital marketing projects at MMI. One thing about Eric which somebody would notice in the very first meeting is that he is super organized, so much so that you do not even need to ask anything if you look at his reports and plans and even meeting minutes. There is hardly any detail which he misses or leaves for assumption. Personally, Eric would surprise you with his knowledge on diverse subjects and that makes him a 'Go to' person for work and play. He has a gift of coming out as a friend, a colleague and a mentor in the same conversation, I have not met many people with that kind of compassionate and approachable personality."

**April 25, 2012 – Pramod Khanchandani – Business Analyst-Digital Marketing with Patni Computer Systems**



"Since my early days at Motorola I quickly developed a great relationship with Eric. He is a very funny individual who often times functioned as a great mentor.

His keenness for details, organization and follow-up has helped me manage a high-level of expectation to our most demanding stakeholders on critical global projects in our fast-paced environment. He has helped our internal teams from creative to ecommerce, software, legal and global regions receive critical assets to ensure projects were delivered on time.

Eric has always been pro-active in finding ways to assist other teams that were short-handed, on urgent projects when needed. He can take on any task you request with a positive attitude and complete it in a proficient manner without any oversight.

Eric's level of detail has enabled him to manage some of the most complex projects I have seen at Motorola per the request of our senior staff. He is an excellent communicator that can effortlessly speak to anyone from mid to senior level executives to our offshore IT team. He is a very positive and cheerful person that you want to have on your team. He is known for putting in long-hours to work with teams in different time zones at any moment to get projects completed.

And throughout all the high-level projects Eric manages, he also finds time to maintain great hobbies such as writing sports commentary on his personal blog and keeping up with his little munchkins at home."

**April 12, 2012 – Brittany Johnson – Global Program Manager with Google – Motorola Mobility, Inc.**



"Eric has such a deep understanding of user interfaces; I was thrilled to have him help us refine our UI for our upcoming iPhone application. In the twenty years I've known him, I've seen nothing but an intuitive feel for graphics production, and an enthusiasm for quality any company would be grateful for having." Top qualities: Great Results, Expert, High Integrity

**May 28, 2009 – Matthew Hasel – Program Manager with eHuman, Inc.**



"Eric is a highly creative individual whom we've worked with on several occasions. He brings a high degree of integrity and professionalism to the table. He's always delivered on time while exceeding expectations at every turn. I will not hesitate to hire Eric again in the future...and plan on it." Top qualities: Great Results, Personable, Creative

**January 17, 2008 – Dave Levinson – Owner of Cranial Tap, Inc.**



"Eric is a mover and a shaker! Gets the job done. A motivator, sees to his crew's needs. Always energetic and positive. Highly organized and keeps an open ear and office door."

**May 15, 2009 – Mark Dedecker – Lead Character Artist with Ignition Entertainment**



“Eric was an excellent person to work with while at Ignition Entertainment. He is detail oriented and very respectful to all of his coworkers. His attitude is always positive which helped to bring many of us up during more pressing times at the studio. Eric also became a point man for many of us to go to when we had issues and he would always listen and help to resolve the issues. With that in mind, he is a very responsible and intelligent person to work with. Any company would be very lucky to have Eric on their staff.”

**May 15, 2009 – James Miller – IT Manager with Ignition Entertainment**



“In a young company, run by well-intentioned but inexperienced management, Eric Scharf helped bring order and a sense of maturity to the organization. Focused on long-term goals rather than short-term gains, he worked hard to systematically implement a number of processes and procedures aimed at moving the company out of infancy and into a more structured (and less chaotic) organization. Eric is the kind of person everyone wants to work with, and in my view, an ideal supervisor. Always ready with a smile, he is very approachable and treats people with respect. Whenever I spoke with Eric, I felt listened to and valued for my opinions. However, he is not afraid to go against the popular opinion, if he believes it will be better for everyone in the long run. Eric had the kind of energy, creativity, and dedication that gave me confidence in his decisions. It was a pleasure to know and work with him, and I know he will be an asset to any organization he chooses.”

**March 9, 2009 – Margaret Rose Tarrosa – Technical QA Manager with Ignition Entertainment**



“Eric conducted business at Ignition with respect for his teammates and a policy of clear and effective communication. It was on his own energy that he took on the role of organizer, planner, hand-shaker, and policy maker in an effort to conduct business in a more professional manner. Eric kept employee interests in mind and would always strive to consider all parties' satisfaction when making decisions. Eric proved that he can be thrown into a project that is in a very nascent stage and can effectively mold the environment he is working in to produce increased worker satisfaction, productivity and all around team communication.”

**October 27, 2008 – Jesse Arnold – Gameplay Programmer with Ignition Entertainment**



“As a new Producer in the industry, I could not have asked for a better role model to have worked under. Eric is honest, respectful, articulate, and best of all, highly knowledgeable about creating a solid production plan and the necessary pipelines needed to deliver a AAA title. I would recommend Eric without hesitation and hope to have the fortune of working with him again in the future.”

**September 17, 2008 – Jeffrey Scott – Level Producer / Scripter with Ignition Entertainment**



“I have had the pleasure of working with Eric for several months at Ignition Entertainment in Gainesville, Florida. As Executive Producer, Eric made me feel like a valued employee, but perhaps more importantly, he made me feel like I had a voice in the company. He always made time for my concerns no matter how large or small. Eric systematically began laying out the groundwork for our production pipelines, leaving quite literally no stones unturned. Eric dealt with many employees in our company that varied in age and maturity level, and in my opinion, one of Eric's greatest assets is his ability to manage and communicate with employees on a level each could understand and appreciate. Eric's passion and enthusiasm for gaming was very apparent, and it's the reason he will excel in future endeavors in the industries related fields. It was always a pleasure to work with Eric, and highly recommend him to any future employers.”

**September 14, 2008 – Joshua Javaheri – Technical Artist and VFX Director with Ignition Entertainment**



“Eric is a master of discipline. During the short time that I worked with him, I always noticed his emphasis on keeping things simple and streamlined, which is the recipe for success for any organization. This in addition to being friendly, approachable and outspoken makes him a great person to work with.”

**September 13, 2008 – Sakib Saikia – Graphics and System Engineer (Intern) with Ignition Entertainment**



“From his first day at Ignition, Eric had a profoundly positive influence on the organization and morale of our entire team. By understanding the needs and concerns of everyone involved in game development, from executives to entry-level developers, Eric provided a unifying force which our budding company was extremely fortunate to have. His compassion towards his co-workers, his professionalism and his experience make him a respected and effective leader that would be a great asset to any company.”

**September 6, 2008 – Jonathan Yuhas – Assistant Designer with Ignition Entertainment**



“Eric is a energetic manager/producer. He would not leave a room without first discussing the task at hand and then making sure everyone was smiling before he left. Very detailed emails were always sent out by him discussing major issues in full detail. He is a good guy!”

**September 5, 2008 – Don Dixon – Animator with Ignition Entertainment**



“In my professional and personal opinion, Eric was the perfect example of what a co-worker should be. He was professional when he should have been, but still kept the work environment relaxed and fun. I always felt like I could be honest with him and he would take my point of views into consideration. He always had a positive attitude and was definitely a strong influence with all those he worked with. I think he made a huge impact on our company as far as dedication and work ethic goes. I have never seen such a thrive for success in an individual. He taught me a lot and I know that wherever he goes next, he will not only be a vital part of their team, but a friend as well.”

**September 2, 2008 – Barrett Lovorn – Associate Producer with Ignition Entertainment**



“Eric was a great pleasure to work with. He brought about a lot of positive changes to our studio and helped set a comforting tone for the company. He always had a positive energy and was always doing his best towards creating a better and stronger work environment. Eric's presence really helped make my job a lot more fun and more comfortable. He's hard-working, down-to-earth, and I know that wherever he ends up next, he'll (at the very least) make just as big of impact there as he did at Ignition!”

**September 2, 2008 – Robin Chyo – Concept Artist with Ignition Entertainment**



“Eric is the type of manager who hides nothing but tells no secrets. During his time at Ignition Entertainment, he not only helped to organize and create some structure within the company, he also went above and beyond to keep morale high and keep the people he worked with on their game. He would check by daily before leaving, making a joke as he passed, small things that you don't see from most managers or executives - but something that he did which set him apart. He is and forever will be a valued asset and I would base my reputation on him for any management situation. I highly recommend Eric for any job that he is offered or chooses to apply for, as I believe that he is the last of a dying few... managers who go above and beyond.”

**September 2, 2008 – Adam Fenderson – Animation Director with Ignition Entertainment**



“Eric has been great to work with. He is hard-working and attentive to the needs of the individuals in matters of bother greater or lesser importance. His concern for the fluidity of an efficient workflow system in our daily work and his efforts to maintain it was apparent in his work. Not only was he respondent to the necessities of the Audio Department at our studio, but he helped us visualize our needs beyond what we may have sought. His positive attitude, his depth of knowledge and understanding of the company's matters and his overall sincere desire to create the working environment fitting to the many needs of our studio made it a pleasure to work with him, and I am sure others will benefit from him as we have.”

**September 1, 2008 – Afshin Toufighian – Audio Lead, Composer with Ignition Entertainment**



“Eric had a huge impact on the company during his time at Ignition. His organization and positive attitude helped make it a more professional but still relaxed place to work. This greatly improved morale and increased our daily productivity. His vast amounts of industry experience and knowledge make him an asset to any company, but add that in with his friendly and sincere personality and he is invaluable.”

**September 1, 2008 – Christine Morten – Animator / Rigger with Ignition Entertainment**



“Eric was a wonderful executive producer. As soon as Eric came to our studio, he hit the ground running at full speed. Within a very short time period, Eric was able to do things for us that would have never been done without his leadership and direction. Any company would be lucky to have him as the head of the team.”

**September 1, 2008 – Stephen Baker – Sound Designer with Ignition Entertainment**



“Eric's arrival at Ignition Entertainment Florida was a beacon of hope to many on a project and within a studio that both required serious infrastructure remodeling and a major reboot to all disciplines. Eric did not join with an 'executive production' background per se, but it was quickly apparent he was a perfect fit for the role. The joy was seeing him surpass my highest expectations of what an Executive Producer could bring to the studio. Eric was an agent for change and a leader by example. His humour brightened our spirits at the most difficult of times. His example raised the bar on professionalism and work ethic, and inspired me to want to raise mine.”

**September 1, 2008 – Timothy Johnson – Technical Director with Ignition Entertainment**



“Eric is the most consistently positive and upbeat person I've ever known, always ready to motivate and raise morale, or to listen with a sympathetic ear to your concerns... or just to make you smile. He is very intelligent, and hard-working, and experienced, and has a good eye for details, all of which makes him very good and highly professional at his job. He is by far the best producer I've worked with.”

**September 1, 2008 – Steven Stahlberg – Lead Artist with Ignition Entertainment**



“Eric is a highly organized leader, and he is very knowledgeable of his job and industry. He keeps the focus of the team on the project and fosters teamwork to achieve the goals that are set forth. It has been a pleasure working with Eric here at Ignition, and I hope he does stay in touch. I know he will excel at whatever he chooses to pursue in the future.”

**August 31, 2008 – Cory Collins – Animator with Ignition Entertainment**



“Eric is a pleasure to work with in the game development software acquisition process. Dealing with on-site visits, conference calls, demos, he made it easy for us to deliver what he needed to buy. If it was a single site licenses or bulk purchase for end-user products or large-investment multi-sku middleware, I could count on him to be detailed and direct on the exact needs of his product development team. He knew what stage in development they were in and was pro-active with usability / code implementation items that need to be addressed during evaluations but before negotiations could be completed. I've never worked with a client who was able to direct us as a vendor with clear communication of his objectives and rules of engagement. Most importantly, he delivered on what we needed to know in order to help. He is a straight-shooter, and I look forward to working with him again in the future.”

**August 30, 2008 – Rick Pumphrey – Vertical Solutions-Animation, Autodesk, and a Consultant to Eric with Ignition Entertainment**



“Eric maintains a professional approach even in the greatest of adversity. His talent for planning, executing, and maintaining a project pipeline are second to none. It is when the chips are down that he truly shines; he maintains a positive attitude and proactive approach no matter what the situation.”

**August 29, 2008 – Patrick Dempsey – Level Designer with Ignition Entertainment**



“Eric Scharf was a valuable member of the team at Ignition thanks to his experience, professionalism and empathy. He understands game development, he understands productivity, and he understands people. Eric joined a relatively nascent company and made great strides towards restructuring our creative pipelines, encouraging clear and consistent communication between departments, and promoting team-building. He promoted a professional but comfortable work environment, and generally kept everyone happy (or at least sane). His contribution to our work at Ignition Florida was invaluable, and his presence will be sorely missed.”

**August 29, 2008 – Josh Leeper – Associate Designer with Ignition Entertainment**



“Working for Eric during his time at Ignition Florida was a pleasure. A professional, hardworking, and even-handed executive producer with a clear and concise vision for the future; Eric routinely pushed for what was best in regards to both his project and his team. I would be more than happy to work with him again in the future.”

**August 29, 2008 – Orion Cherry – Level Designer with Ignition Entertainment**



“Well, what can I say more about Eric other than that he cares greatly about his job and the people that surround him. He always does the best he can to meet the needs of the people he works with. He will for sure be a valuable asset to whomever he works with. Class act guy.”

**August 29, 2008 – Dustin McCulloch – Character Artist with Ignition Entertainment**



“Eric and his team provided us top level 3D character design and were able to not only follow, but provide exceptional interpretation of the art direction provided. The result was a set of characters for an international retail campaign rooted in Tokyo enabling the client to generate both offline and motion collateral at greatly reduced cost in comparison with producing costumes, hiring actors and the subsequent photo-shoots/retouching required. Eric was professional and attentive throughout the process and helped our company manage the client effectively despite various client and resource challenges. Great guy to work with all the way around.”

Top qualities: Great Results, Personable, Expert

**July 1, 2008 – Vince Ota – Owner of Y.K. {script;}**



“Eric was a complete joy to work with. There are many things to like about him, but what sets him apart is his commitment to his craft. Eric is a highly-skilled professional who truly enjoys creative arts and design and is constantly searching for and studying methods to improve his skills. Eric is also quite personable and a positive asset to any office environment. In short, I would not hesitate to work with him again.”

**September 17, 2008 – Christopher Buchanan – UNIX Systems & Network Administrator with Simulation and Training Environment Lab (SiTEL) of MedStar Health**



"Eric is a dedicated worker with great attention to detail while creatively solving problems through clever workarounds. He worked well with everyone he was connected to; producing general boost in morale."

**April 11, 2008 – Brent Velasco – Video Contractor with Simulation and Training Environment Lab (SiTEL) of MedStar Health**



"Eric is really a pleasure to work with. He is a hard worker that puts forth all efforts to complete any tasks. He is exceptionally talented and the level of detail that he puts in his work will definitely make him an asset."

**April 4, 2008 – Maureen Pritchett – Associate Systems Programmer with Simulation and Training Environment Lab (SiTEL) of MedStar Health**



"I have worked with Eric both at SiTEL and at BreakAway. Throughout the roughly three or four years I have known Eric, I have been unfailingly impressed with his artistic, organizational, and personal skills. In our industry, if you cannot get along with your colleagues, not only the project, but sometimes an entire company suffers. Eric is about to depart SiTEL for greener palm trees (in Florida), and I wish him the very best. Should a day come when I might once again have an opportunity to work (and socialize) with him, I will be delighted. Maybe then I will accomplish my to-date unfulfilled ambition to be the subject of one of his posters!"

**April 3, 2008 – Bruce Milligan – PM with Learning Technologies, Federation of American Scientists**



"I have known and worked with Eric for 4 months here at SiTEL, a division of MedStar Health. He is a dedicated and vastly talented artist who not only academically knows the content, but he also has 17+ years of game industry experience to mold it into reality. This diverse base has allowed him to develop excellent team skills, flexibility in considering alternative ideas, and respect for his co-workers. He brings an understanding to the workplace that the 'product' reigns supreme, not the individuals as separate entities. Thus his goal is to produce a product that means something to the world and has intrinsic value. He has a 'whatever it takes policy', working long hours and pushing people when necessary to do their best. He is a very good collaborator, asking intelligent questions and often generating creative solutions to possible roadblocks. A production staff should always be able to anticipate a spike in work load or variation, and Eric has done an excellent job in creating assets for our purposes. He has thrived in every work environment that he has thrown himself into. Whether as a manager of a team, part of a group, or as the sole artist that has to carry the entire work load, in all, I consider Eric a tremendous asset to anyone lucky enough to have him on their team."

**March 28, 2008 – Dr. Gerry Higgins – Simulation Director with Simulation and Training Environment Lab (SiTEL) of MedStar Health**



"Eric is a well-organized and talented Artist. His excellent 'people skills' bring a lot to bear when directing a project. He has been in the industry long enough to know ups and downs of video game production. He knows how to avoid the pitfalls; how to power through the challenges, and how to motivate the people on his team make the hard work feel rewarding."

**June 26, 2008 – Mike Reis – Sr. Artist with BreakAway Ltd.**



"Eric Scharf is truly one of the most creative individuals that I have ever met. What makes him great at his job is his understanding of every aspect of a project. His understanding of the 3d media and his knowledge of traditional 2d art. This makes him very well rounded and diverse in his management skills as well as an artist. A true pleasure to work with and an excellent leader, Eric Scharf in the end is a tremendous imaginative key player in any company."

**May 5, 2008 – Eliezer Medina – Staff Artist with BreakAway Ltd.**



"Working with Eric is always a pleasure. He is professional, organized, and presents clear goals with realistic expectations. His experience and talent, along with plenty of time in the trenches himself, make him a natural leader in the role of Art Director. I would recommend Eric to anyone."

**March 12, 2008 – Rod Stafford – President of FacePro LLC and Contract Animator with BreakAway, Ltd.**



"Let's get one thing out of the way right off the bat. I have worked with a lot of Art Directors in my time and far too many have been less help to me than a bag of broken glass. A good number of them have been more concerned with advancing their careers than building a healthy and productive art department. Eric, thankfully, falls into the refreshing category of AD's who not only manage their team(s) effectively, but also produce quality art and therefore have an actual grasp on what the production process demands. His art talents combined with his honesty and good humor make working with him not only an efficient, professional experience, but actually an enjoyable one. First in and last out, he is always there when needed and can be counted on to deliver the best possible results even under the worst possible conditions, both for his team and for the company."

**July 10, 2007 – Bill Longworth – Contract 3d Artist with Breakaway, Ltd.**



"Eric Scharf is a goal-oriented art director who truly believes in maintaining and upholding the quality and integrity of a project from start to finish. He sees the big picture and never loses sight of it. He is friendly, accommodating and always full of encouragement. Attention to detail is one of his traits and one that is far too rare in art directors these days. Eric is a manager who strives and inspires towards the goal and who recognizes each team members' unique contributions along the way."

**July 10, 2007 – Todd Kale – Artist with BreakAway Ltd.**



"Eric is very much an Artist's artist in that he will go to bat for what is rightfully the art team's best interest. He has a way with team members that holds us each to a level of accountability that's fair and well thought out. In the two plus years that I have worked with Eric; I've never met a more organized or measured person in their approach to development & pipeline production."

**July 9, 2007 – Walter Carter – 3D Artist with BreakAway Ltd.**



"A wise man once said that the moment you lose your creativity you cease to become an artist. I believe Eric is one of those people that will never have to worry about losing that creative spark. Eric is also someone that will make time to help out as much as he can to ensure that the best comes out of the people that are under him. He is a meticulous person with a great eye for detail and a passion for the industry that has not dwindled in his 16 years of experience. Eric is both an excellent lead as well as a brilliant teacher and it has been an honor and privilege to have worked with him."

**July 9, 2007 – Ching Lau – Artist with BreakAway Ltd.**



"Since starting at Breakaway it's been a pleasure working with Eric. In addition to his wealth of knowledge and experience in the game industry, Eric is an extremely talented artist and is someone I've quickly come to respect. He communicates directly and effectively, gives solid advice and still knows how to have fun. These are the rare qualities I look for in a manager and I hope to work with Eric on his next project."

**April 19, 2007 – Lou Bonbrest – Artist with BreakAway Ltd.**



"I have very much enjoyed working with Eric and although he has not reported directly to me, I have found him to be passionate about bringing excellence to BreakAway. He has taken the time to help me as well as his other managers see both problems and solutions. Eric is a very detail oriented artist and manager. He leads his teams with experience and professionalism and works well mentoring his junior (as well as senior) artists. His teams are motivated and dedicated to producing high quality, consistently AAA artwork. He does a terrific job of fostering communication between the art team and other disciplines. Eric is consistently looking for ways to move the company's processes forward and improve our overall communication and project management. He has the respect of his artists as well as his managers. I would be more than happy to work with him again."

**April 18, 2007 – Steve Meyer – Vice President with BreakAway Ltd.**



"Eric is a professional, detail-oriented Art Director who communicates easily and is always willing to go the extra mile to make sure a project is done right the first time. Eric is a pleasure to work with and I look forward to working with him again on future projects."

**April 17, 2007 – Tom Warthen – Web Director with BreakAway Ltd.**



"Eric is an excellent person to work with. His work is consistently professional and first-rate."

**March 20, 2007 – Robert Waters – Writer / Designer with BreakAway Ltd.**



"Eric plays a pivotal role in the company's culture for two main reasons; his artistic skill and his leadership qualities. Eric is one of the finest artists I've met; he's in full command of the skills needed to raise any project to the next level. Equally so his excellent personality and guidance have won him the trust and friendship of the entire staff at Breakaway."

**February 28, 2007 – Matt Bell – Artist with BreakAway Ltd.**



"Eric is one of the most enjoyable Art Directors I have ever worked with. He is highly creative, very consistent and most importantly, reliable. His greatest ability, however, is being able to bring these skills out of those he directs and manages. He both gives and receives respect from those who report to him thus creating a sense of teamwork. Highly professional, Eric is very dedicated to the team's success and the quality of the final product. I look very forward to working with Eric while at Breakaway games and would highly recommend him in an instant."

**February 27, 2007 – Jon Solmos – Artist with BreakAway Ltd.**



"Eric is detail oriented and able to pull a large amount of information together into a concise plan to work within the constraints of the project. He has the respect of his artists and does well at motivating them to work productively. Eric fights for his ideas and communicates those ideas well to the other managers."

**February 26, 2007 – Stephen Langmead – Art Manager, Day 1 Studios**



"Eric is a very detail-oriented artist and manager. He leads his teams with an experienced professionalism and will take the time to work with junior artists. I enjoy working with Eric and our projects always benefit from his contributions to the team and the art projects."

**February 26, 2007 – Frank Vivirito – Art Director with BreakAway Ltd.**



“Naturally, anyone would have a lot of questions when contemplating a new position. I'm glad I had Eric to go to with some of my questions. Eric answered them thoughtfully and thoroughly, which helped me make the decision to work with BreakAway. As the bulk of my work as an animation contractor is off-site, it is important to maintain clear lines of communication with clients from miles away. Eric made my job easier by being clear, whether via instant messenger, email, or phone. I would be happy to work with Eric again.”

**February 25, 2007 – Ted Gordon – Contract 3D Character Animator with BreakAway Ltd.**



“Eric is a consummate professional; an excellent manager and artist who is serious about his work. He is always concerned with both the quality and timeliness of his projects and works closely with others to guarantee results. I greatly enjoyed working with him and look forward to doing so again in the future.”

**December 16, 2006 – Bill Becker – Senior Software Engineer with BreakAway Ltd.**



“Eric is very thorough and clear when it comes to communicating his ideas on what needs to be done to produce high quality assets for any given project. Because of his strong ability to express his concerns and expectations, give guidance when needed and natural intent to be proactive in avoiding bad production issues; I highly recommend Eric for any leadership role in the gaming industry.”

**December 14, 2006 – David Turner – Artist with Breakaway Ltd.**



“Eric directed Art for the title ‘Arabian Lords.’ He was very detail oriented, and worked well with his staff. He and his team produced excellent work on time and to spec. I would be happy to work with Eric on future projects.”

**November 15, 2006 – Mark Seibert – Producer with BreakAway Ltd.**



“For the past several years I have worked alongside Eric both as a fellow Art Director, as well as a Concept Artist for a project he has been managing, and I have nothing but praise for him as both professionally and personally. His excellent communication, organization and artistic skills make him a valuable asset to any team or organization.”

**September 12, 2006 – Mike Phillips – Art Director/ Concept Artist with BreakAway Ltd.**



“Eric is a very capable artist, fast and detail-oriented. His standards for himself and the artists who work on his teams are very high. He also has very good communication skills.”

**May 24, 2006 – Ananda Gupta – Designer with BreakAway Ltd.**



“During the time I've worked with him, Eric has demonstrated an ability to succeed in the midst of adversity. He was given a project that was, to say the least, a mess in terms of scheduling and planning. I was added to the project shortly after he took over, and have seen him manage communication between departments very adeptly, turning this project into something that has a chance at life.”

**May 9, 2006 – Adam Chacey – Artist with BreakAway Ltd.**

“His impressive resume already speaks for itself, so I would like to focus on his solid gold character. He is a good motivator, very positive, sincere, funny, and a joy to work with.”



**March 27, 2006 – Tiffany Varga – Artist with BreakAway Ltd.**

“I’ve always been impressed with Eric’s work ethic and ability to manage an ever-changing project. He is one of the few Art Leads out there who brings a strong presence to any project. He is quite versatile and very dependable. Eric impresses me with his way of managing teams, especially on inherited projects that are always in serious jeopardy, and he manages to pull them out of the fire.”



**March 27, 2006 – Deven Winters – Art Director with BreakAway Ltd.**

“Eric is a heavily experienced Artist and Manager who knows how to get to the root of what needs to be done. He ‘separates the wheat from the chaff’ with great analysis and strong morale. When you work with Eric you know your project will get done to spec and on time without sacrificing quality. I work well with him now and will certainly continue to in the future.”



**March 16, 2006 – Don Goddard – Sr. Programmer/Graphics Engine and Tools with BreakAway Ltd.**

“Eric is the consummate professional, as well as a thoughtful and determined team leader. He is meticulous in his project planning, he is thorough in communication with his colleagues across all disciplines, and he has the ability to galvanize an entire team towards success-driven, unified goals. Eric makes project success his top priority and personal gain second. He is an asset to BreakAway.”



**March 16, 2006 – Lisa Robinson – HR Manager with BreakAway Ltd.**

“Eric is a professional. He takes pride in his work and it shows. He pays attention to both the technical and artistic aspects of the job and ensures that things get done.”



**March 15, 2006 – Brian Wade – Programmer with BreakAway Ltd.**

“Eric has an exceptional attention to detail which can be seen in the high quality of his work. Not only is he a reliable team member, but also fun and entertaining to work with. I’d happily work with him again.”



**March 13, 2006 – Tim Murray – Programmer with BreakAway Ltd.**

“I could write a thousand words, or I could say that were I to start my own company one day, and were I to be in need of a topflight art director with whom I knew I could work well, and in perfect harmony, and who I was absolutely certain would do the very best work, then Eric would be the first person I would hire.”



**March 12, 2006 – Bruce Milligan – Producer / Designer with BreakAway Ltd.**



"Eric is a solid Lead. He has shown the ability and determination to come in and get a run-away project pulled together and flowing. He is organized and respectful of everyone's talents on his team. I would recommend him as a Lead for any project."

**March 11, 2006 – Todd Bilger – Senior Artist with BreakAway Ltd.**



"Eric is experienced, level-headed, willing to do what it takes, a good leader and an all-around A1 performer. I'd work with him again anytime."

**March 10, 2006 – Bob McNamara – Producer / Designer with BreakAway Ltd.**



"Eric is a highly organized person, and has a great ability to work as a team player. I would recommend Eric for a Lead/Director role, he has proven himself to be an invaluable asset to the Art Team."

**March 10, 2006 – David Austin – Lead Production Artist with BreakAway Ltd.**



"It was always my pleasure to be working with Eric, he always explained what he wanted and was easy to work with!"

**July 10, 2006 – Tim Sadovsky – Executive Director with Develop On Box and Contract Animation Lead with Magic Lantern, Inc.**



"Eric was head and shoulders above all other 3D artists I worked with while at Magic Lantern. He possesses the rare combination of two highly prized talents, artist and communicator. Highly organized and driven to follow through, I would recommend him to anyone despite his questionable tastes in football teams."

**May 8, 2006 – Mark Manyen – Director of Technology with Magic Lantern Playware**



"I've known Eric since high school, and he's always produced top-notch work. He's dedicated to perfection, and even though he's always been able to work within a budget, he's constantly looking for a way to improve on a project until it meets his standards. His artistic and positive intrapersonal skills combine to make him a rare individual."

Top qualities: Personable, Expert, Creative

**November 7, 2006 – Greg Leber – Account Manager / Graphic Designer with Design Interchange**



"Eric is a very talented artist with a broad and realistic view of the industry as a whole. Eric knows what it takes to make a great game, and would be an asset to any team he was a member of."

**October 8, 2007 – Jonathan Rush – Artist with Kush Games / Take 2 Interactive**

**Kush Games**



"While working with Eric at HVS, I found him to be one of the best at communicating ideas and networking with the people involved in a project to get the job done. He has a vast amount of technical art experience that shows well in his work. He is one of the most professionally minded and efficiently organized art leads that I have worked with and certainly qualifies as an excellent art director. I would strongly recommend him and would look forward to working with him again."

**October 13, 2006 – John Sanderson – Lead Software Engineer with High Voltage Software**



"I have worked on and off with Eric for many years starting at Adrenalin Entertainment, to Imhotep Interactive and he got me my current job at Savage Entertainment. Eric is very well organized, knowledgeable and keeps a good schedule. I would gladly work with him again at any time."

**July 17, 2006 – Sean O'Connor – Animator with Savage Entertainment, LLC**



"Despite his skills and knowledge Eric still took considerable time out of his schedule to nurture my own career with practical advice and technical know-how. On top of his astounding artistic and technical skills, Eric possesses the rare quality of clear, articulate communication."

**August 5, 2006 – Lewis Boadle – Artist with Free Radical Design**



"Eric did an excellent job in coordinating the art team to provide the necessary modifications of art assets for the PC Windows port of a PS2 racing game. Due to his excellent communication and coordination skills he was able to make sure assets were provided in a timely fashion while facing the challenge of developing the port in parallel to the main skew under intense time pressure. Additionally he was ready at any time to jump in and crank out high quality low polygon models in little time when the art team was unavailable to provide the necessary bandwidth for asset creation. I would be happy to work with Eric again at any time in the future."

**October 19, 2006 – Matthias Schill – Senior Programmer with Exakt Entertainment**



"I worked with Eric on background and level art at Exakt Entertainment. He is dedicated and very competent and his work is top notch! I would highly recommend him for a senior or lead position."

**June 13, 2006 – Jason Lewis – Background Artist with Shiny Entertainment**



"Eric built stadium models very well with a key eye towards reference materials provided. A real work horse."

**May 19, 2006 – James "JT" Anderson – Software Engineer with Zipper Interactive**



"Eric Scharf is unquestionably the best technical and sci-fi artist I've ever worked with. I look forward to working with him again."

**August 22, 2007 – Derek Benson – Lead animator with SCEA – 989 Studios**



"I worked with Eric on a promising project that was cancelled (Liquid Matrix - the first PS2 title to be developed by Sony's San Diego studio). More than any artist on the team, Eric was able to capture the essence of Rodney Matthews (the fantasy artist that we contracted to conceive our game world). Fast, technically strong, and artistically talented, Eric would be a solid addition to any team."

**August 16, 2006 – Lawrence Liberty – Business Development Consultant with Steam Forge Studios**



"For the few years we worked at Eagle Interactive, I was inspired by Eric's creativity and his dedication to his work. I would recommend him to any entertainment game company."

**March 31, 2006 – Gabriel Espino – 3d artist, with Eagle Interactive, Inc.**



"Eric is a highly motivated individual with exceptional talent. Eric works independently without oversight and meets project objectives in a timely fashion. He exhibits a large degree of creativity, but remains true to the project requirements. He works well with team members and crosses department lines when required to get the job done."

**March 29, 2006 – Mark Conger – Lead Developer with Eagle Interactive, Inc.**



"I've known Eric for a number of years, and he is one of the best "people-persons" I know. Eric "makes friends and influences people" extremely well -- a great quality for a leader in his field. He is militarily strict and meticulous about his artwork and expects the same from those he works with -- it will be done the correct way, the first time, and on time. I'd trust Eric completely as the lead on any project with the need for an AAA result -- he's a rock star."

**September 5, 2008 – Ron Evans – Artist Intern with FASA Interactive Technologies**



"Eric's artistic and managerial skills would be an incredible asset to any company. While I worked with him at FASA Interactive, he proved to be a natural leader with outstanding talent. I highly recommend him to any organization considering hiring him."

**September 3, 2007 – Jennifer Berg – Marketing Manager with FASA Interactive Technologies**



"Eric & I worked at FASA Interactive together when I was a rookie in the industry. Eric was one of several people who were of great help to me; he doesn't settle for mediocrity, and motivates people to do the best that they can do. Organized, articulate, and knowledgeable, Eric has been a great mentor, and is now a great friend."

**March 28, 2006 – Lawrence Mast – 3D Artist with Midway**



"I worked alongside Eric at FASA Interactive in Chicago. During our time in the Art Cave together I came to appreciate his dedication and wit. He's a keen analyst when it comes to the workings of a production pipeline or an office, and he won't tolerate anything that gets in the way of the project."

**March 10, 2006 – Steve Theodore – Co-Founder with Giant Byte, Inc.**



"Eric has always been one of those people that you never forget. His personality and work ethic will be positively etched in your mind after working with him. His attention to detail and knowledge of 3D have helped him succeed at every stop on his journey through the animation world. I would work with him again even though he's a Cowboys fan!"

**November 28, 2006 – Alan O'Brien – Character Animator with Adrenalin Entertainment**



"Eric's strengths: artistic skills, both technical and creative; dedication to the project; perfectionism; loyalty; cheerful, positive attitude; fulfillment of his commitments."

**July 30, 2006 – Alec Frank – Producer, Asset Manager, and Scripter with Adrenalin Entertainment**



"Eric is a very experienced, knowledgeable artist. He is always in sync with the pulse of the interactive industry. He regularly corresponds with a wider array of colleagues than any person I have ever worked with. Eric is a valuable addition to any sized company."

**May 18, 2006 – Jeff McNurlin – Environmental Artist with Kush Games**



"Eric and I worked together during an incredibly creative time in the computer game industry. It was all new and sometimes we had to wear many different hats at the same time. Eric's expertise helped us solve many different problems related to art, animation, design, programming, audio and QA. He was a key player getting the product out in a timely manner and understood that getting it right the first time was crucial to meeting budgets and deadlines. He worked with all the creative and technical personnel to make sure it worked seamlessly, as well as helping to find solutions in uncharted territory. Not only was Eric a tireless worker, he was always a joy to be around because he was thoughtful, caring and had the best sense of humor that radiated to all who came in contact with him, which is a very important quality to have in a high stress industry."

**September 28, 2008 – Michael Schwartz – Audio Manager with Activision Studios**



"Eric was always a pleasure to work with. His attention to detail and his artistic abilities were true assets for both Activision as well as himself. He is a person that I would consider it an honor to work with in the future."

**May 29, 2008 – Maria Flagg – Administrative Coordinator with Activision Studios**



"Eric Scharf was a fun guy to work with and very diligent about his craft. I worked together with him on 'Return to Zork' in '92 and '93. I think all of us at the time were really able to make the most of things considering our limited resources. I'd say Eric would truly be an asset to work with or lead any team!"

**May 12, 2006 – Chuck Workman – Senior Artist, Point of View, Inc.**



"Eric was a good friend in college and a great colleague & resource in the industry. I know if I put him in charge of something I'm going to get his best work. I can always depend on Eric to give me the straight scoop on anything I need to know. High marks to you, Eric."

**August 23, 2007 – Blair Wolf – 3D Artist with Activision Studios**



"I've followed Eric's career since we worked together at Activision, and remain friends with him today. Eric has consistently pushed himself as an artist and as a manager, and has been a key player on more projects than I can list. I look forward to seeing his next achievements."

**July 27, 2006 – Tim Morten – Owner of Savage Entertainment, LLC**

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"Eric is a superb artist with excellent organizational skills. He played a major role in the success of 'The Return To Zork', a major hit title for Activision in 1993. The success of 'Return' (2m units sold) enabled Activision to complete a financial reorganization and emerge from Chap. 11 to become the video game powerhouse it is today. I'd recommend working with Eric to anyone."

**March 24, 2006 – William Volk – VP, Technology with Activision Studios**

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