

Barbara P. Bellinger, 135 Brooklawn Avenue, Bridgeport, CT 06604

June 30, 2006

To Whom It May Concern:

This letter comes as a recommendation for Mary Jane Paris. I have known Mary Jane for 26 years as a friend and 6 years as a co-worker at People's Bank. As Vice President of Employee Development Programs at People's Bank, I am responsible for managing the onboarding process for new employees. Mary Jane and I worked together most recently when she assisted me in managing the onboarding process for new employees during the past five years. Her contributions included managing the execution of the bi-weekly new hire orientation, updating orientation content, and assisting in the redesign of the onboarding process.

In addition, Mary Jane and I worked together for the last 2 years on the design and facilitation of two diversity courses at People's, one for managers and one for individual contributors.

Through all the work we did together, it was evident that Mary Jane exhibited superior skills in the areas of project management, course facilitation, presentation, creativity, innovation. Her positive, "can do" attitude was supportive and infectious, and her sense of urgency in following through on the details was valued not just by me, but by all who worked with her. Her excellent work on the design team for the diversity courses we created was a result of her design skills, her teamwork and her passion for helping to create a diverse workforce and workplace.

Mary Jane has a good understanding of the critical elements of business success, including organizational strategy, employee engagement, and managerial effectiveness. I admire her ability to integrate these elements into her work.

As a result of my experience working with Mary Jane, and the observation of her skills and contributions to organizational success as described above, I recommend her highly for professional work in the field of human resources.

If you would like to discuss any of the above, please do not hesitate to contact me at 203-384-9228.

Very truly yours,



Barbara P. Bellinger