

# FAYERWEATHER

LIGHT ENTERPRISES, LLC.

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Organizational Design + Corporate Citizenship Consulting

June 28, 2006

To Whom It May Concern:

I have known Mary Jane (MJ) Paris for more than 15 years and worked directly with her in the retail banking environment where she reported to me and, now, as a client in her consulting role.

MJ brings a wide range of business experience and many talents to her work and fully understands the needs of her customers and clients. She is a proven leader in the financial services industry and is a talented, creative workshop designer and facilitator, as well as a successful project manager. MJ's passion for her work is evident in her high quality, well-received workshops and enthusiastic facilitation style.

I highly recommend MJ as a business partner and know she will make a "positive impact" on any organization that is privileged to work with her.

Cordially,



Barbara P. Johnson  
Principal