

To Whom It May Concern:

I am pleased to provide this letter of reference for Paul Messino.

Paul worked as an independent contractor for Walden Institute. His task was to create an inquire database in ACT and to assist me with mining the data for marketing activities such as direct mail and e-mail campaigns.

Paul very quickly got the database up and running, helped to clean up all the bad data, and worked effectively at segmenting the data into the groups that would be most effective for targeted marketing campaigns. I can tell you that it was wonderful to finally be able to make sense of this data.

It was a pleasure working with Paul. He understood my strategic objectives and was able to quickly adapt the database to meet those objectives. Paul is a very professional and skilled ACT database specialist. I would highly recommend him for a database position.

Sincerely,

A handwritten signature in cursive script that reads "Colleen Shue".

Colleen Shue

Director of Marketing