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To Whom It May Concern:

It is my pleasure to recommend Christopher Lepine as a candidate for an instructional design position with your organization. Chris and I served as colleagues at Nemours for several years and collaborated on multiple strategic learning initiatives. Currently, as a Senior Technology Educator for the Penn State Milton S. Hershey Medical Center, I continue to confer with Chris regularly on emerging learning technologies.

During his tenure with Nemours, Chris' distinguished knowledge in all phases of instructional design constituted an essential element to the success of many projects. From analysis to evaluation, Chris effectively demonstrated competencies at each stage of the instructional design process. He is especially adept in applying cognitive science findings to the elearning and performance support arenas, as well as designing and creating visually-pleasing and media-rich elearning products such as online courses and job aids.

Employing his analytical skills, Chris designed and implemented a strategic elearning approach for a key enterprise-wide clinical initiative involving over 4,000 Associates. As a principal Instructional Designer for a Project Management Certification Program, Chris designed and developed curriculum segments that resulted in highly successful learning outcomes. Chris spearheaded the Nemours' ASTD BEST Award application; and, as a result, the organization became internationally recognized for its excellence in workplace learning and performance.

Beyond strong instructional design competencies, Chris consistently demonstrates professionalism and a strong work ethic. His integrity is exemplified in his interpersonal communications, quality learning products, and dedication to organizational values.

Chris would be an asset to any organization, and I recommend him for any instructional design endeavor he chooses to pursue. If I can provide any additional information, please contact me.

Sincerely,

A handwritten signature in black ink that reads "Christine K. Eshbach". The signature is written in a cursive, flowing style.

Christine K. Eshbach, M.Ed, PMP®, CPLP®
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