

Heather Kelley
Supervisor, Learning Services
Nemours
1801 Rockland Road
Suite 301
Wilmington, DE 19803

May 22, 2009

Dear Sir or Madam,

I am pleased to recommend Chris Lepine for work in the instructional design field. Chris was a member of the Learning Services instructional design team from August 2005 to May 2009 and as his supervisor during this time, I have had the privilege of working closely with him on numerous projects.


Chris has many valuable skills including a broad knowledge of instructional design and learning theory. He particularly excels in developing online instruction, such as interactive web-based courses and multimedia presentations. Chris is detail-focused and excels with projects that require in-depth analysis, extensive research, and a highly organized solution. Both clients and I found Chris to be thorough in his analysis, organized with his design plans, timely with deliverables, and honest in his communications. Chris has a strong work ethic, and often worked extra hours when projects and timelines demanded it.

While at Nemours, Chris was integral to the redesign of annual safety education. This training is delivered via the web to 4,000 employees on an annual basis and his design has been used for the past 4 years.

Chris collaborated with Emergency Services in developing an online orientation program to expedite the on-boarding process for residents. Chris contributed to the Nemours Project Management curriculum, which included both the development and delivery of instructor-led classes.

As his supervisor, I could always count on Chris to produce consistent, high-quality work that met the customer's needs. His skills, along with his reliability and sincerity, will allow him to significantly contribute to any organization.

Sincerely,

A handwritten signature in cursive script that reads "Heather L. M. Kelley". The signature is written in black ink and is positioned above the typed name.

Heather L. M. Kelley