

Kathleen C. Murphy  
Director of Learning Services  
Nemours  
1801 Rockland Rd.  
Suite 301  
Wilmington, DE 19803

May 18, 2009

Dear Sir or Madam,

As the Director of Learning Services for Nemours, I have had the privilege to work with Chris Lepine. Chris has been an Instructional Designer on our Learning Services team for the last three years.

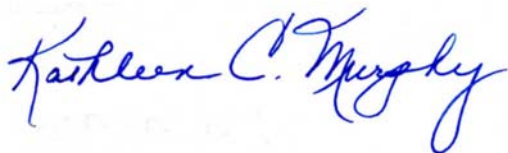
Chris Lepine has brought a high level of professionalism, dedication, and tenacity to his work at Nemours. His success in meeting our enterprise learning needs has been recognized by his clients and colleagues. Chris can be counted on to successfully implement even very complex solutions that call for attention to detail. Chris effectively manages his time throughout projects, volunteering discretionary effort that has included many overtime hours.

Chris's passion for instructional design has been evident in a number of projects that Chris has completed. He has successfully designed both e-learning and instructor-led projects, including Customer Service Training, Emergency Department Medical Residents Orientation, and START (a clinical handoff program). All facets of Chris's design projects (analysis, design, development, implementation, and evaluation) were completed on time and at a level of quality that received commendations from his clients and executive leaders.

Chris also excels at researching, organizing, and presenting information, as was evidenced by the application for the ASTD Best Award that he submitted on behalf of Nemours. Thanks to Chris's leadership, Nemours was honored with the ASTD Best award in 2007.

Chris's understanding of the theory and practice of instructional design will be an asset to any organization. Chris is a person of high integrity and I wish him the best.

Sincerely,



Kathleen C. Murphy