



March 12, 2007

Subject: Tia Haynes

Dear Professional Staffing,

I have had the privilege of working with Leticia M. Haynes (Tia) in our Communications Group and consider her to be a friend, as well as an expert in her field. I truly could go on and on about what a strong performer she is but, in a nutshell, I'll tell you that Tia exceeds our expectations... on a regular basis. She is creative, talented and willing to pitch in on any and all projects.

Her many fine qualities make her a joy to have around. She has a level head and is full of creative ideas and exemplifies a strong work ethic. Whenever we are facing a challenging task or looking for a way to achieve continuous improvement, we look to her for solutions. Her direct and respectful approach immediately disarms and engages everyone and facilitates arriving at compromises that are streamlined and easy. Her opinions are respected and people follow her lead.

Tia doesn't wait around to be asked for help in finding ways to solve a problem or tackle a challenge. Her time management and organizational skills keep our teams running smoothly and efficiently. And, if you have seen Tia's portfolio, you will no doubt recognize that she is a gifted artist. Her clients rave about her creations and her creative process. She can manage a design project from "soup to nuts," doing tremendous job every step of the way, and her fine art has been showcased at Disney venues.

Last, but not least, Tia always comes in with a smile and an optimistic outlook. She has a kind and generous nature, which makes everyone she leads and works with feel good about themselves and the job they do. With great confidence, I can tell you that Leticia is a trusted partner whose open-minded approach to life and work would make her a wonderful addition to any team. My only regret is that we are losing her here, due to her relocation.

My best wishes for luck with your hiring decision.

Sincerely,

Kim Carlson

Manager, Communications Group  
Walt Disney World  
Orlando, Florida