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To Whom It May Concern:

Andrea L. Beaudoin is a hard-working, dedicated, goal oriented individual. His eight years with Homecraft Industries were highlighted by the continuous achievement of successively higher objectives. He is a creative thinker with a "can-do" attitude.

Andre came to my attention in June of 1982. I had recently come on board as General Manager, to the dismay of the exiting upper management staff, most of which left the company. Andre had been working as a TSR while finishing his Marketing degree and quickly moved into the opening created by the resignations of the phone room manager and assistant manager. During a brief interview, I offered Andre the opportunity to demonstrate his ability to run the phone room. His performance was exceptional.

Andre was a strong leader who developed the managers and assistant managers needed to expand our Telemarketing operation from a single 16 station phone room to four 36 station telemarketing centers. He designed training programs, scripts and performance tracking reports still in use today. Andre's final contribution to the company was TelAmerica. This telemarketing service bureau was an independent division of the company, providing telemarketing services to others at a profit.

Andre would be a valuable asset to any employer willing to allow his creative energy and ideas the room to grow.

Sincerely,

Joseph J. Marinello  
President