



April 7, 2011

To Whom It May Concern,

It has been my pleasure to know Shane Palmer since April, 2010 while in his position as Web Designer for Health Resources. I had the opportunity of providing him creative direction in my role as Web Marketing Director.

In my experience, Shane has always been a conscientious and dependable team member of our art department, requiring minimal supervision. He is a multi-talented designer with a strong aesthetic. Shane is a quick study and was able to adapt to the department needs with minimal effort.

He is an organized, self-starter with the ability to get a high volume of work accomplished with an excellent attention to detail. In his time in our art department he has elevated the quality of our creative assets considerably. He is always punctual and willing to put in extra time with little notice as needed.

Shane has always produced professional and aesthetically pleasing work that contributes to the revenue goals of the marketing department. He is a pleasure to work with, is accommodating and takes feedback well. He will be an asset to any employer and I would highly recommend him for a position with your organization. Please don't hesitate to contact me if I can provide further information.

Sincerely,

A handwritten signature in black ink, appearing to read "Julie McManus", is written over a horizontal line.

Julie McManus  
Web Marketing Director  
Health Resources  
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