

To Whom It May Concern:

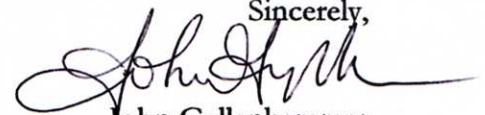
This is a reference letter regarding the internship program at college works painting(CWP). It is a management/leadership internship that teaches college students how to run a business over the course of the spring and summer. It gives them a premier hands-on experience on running all aspects of a business, everything from marketing to project management.

My name is John Gyllenhammer and I was an intern with CWP from Jan. 2006 to Oct. 2006. The training process begins in late January of 2006. This training consisted of extensive business, technical, and sales training at a weekend seminar. After this weekend, each intern is assigned to a district manager who provides constant support and business advice for every intern. After the initial business plan is formed, marketing initiates to build a potential client list. These contacts are then set up for estimates. Each intern initially shadows a district manager through out the estimate process and then is given free reign to run their own business. They are trained, given the resources, and given the support to succeed at running their respective businesses.

As for the summertime commitment, the focus of the program begins to turn from generating sales to producing those jobs of which the intern has already booked. On top of needing to hire the right people for their branch and training them properly, the branch operators are in charge of planning when all the jobs are to be started and finished; while in the meantime they also need to make sure each of his/her clients are satisfied every step of the way. Interns are given the responsibility of interviewing potential employees, creating the most efficient logistical process for inventory and equipment, guest satisfaction, employee payroll, job production, and collecting the final check. By interviewing close to 50 potential employees, I sharpened my personal interviewing skills. When applying for my current job, I had the valuable experience of knowing what to say and how to phrase each answer to every question. I was familiar with the interview process and was able to present myself in a calm, confident manner.

For me, this internship has been invaluable, both as a learning experience and in providing me a knowledge base to pull from for my current job. It taught me responsibility, time management, every aspect of owning a business, and greatly improved my confidence. I have created a program, with the purpose of driving efficiency within the logistics process, that is currently being used in multiple locations with Target. Due mainly to my experience gained from college works, I have been singled out as a college recruiter for the Target Corporation. While providing an important professional skill set, the management for CWP are very supportive, knowledgeable, and full of integrity every step of the way. Of such, I had the great pleasure of working with Central California Division Vice President Johnny Rhee and Arizona Division Vice President Jane Kim. I consider both to be amazing people and great friends. The internship at CWP will make you operate outside your comfort zone, place you in charge of your own business, and show you personal growth that you never thought possible. Therefore, I whole-heartedly recommend this internship to every student.

Sincerely,



John Gyllenhammer

ETL-Logistics - Target Corporation