

November 26, 2006

To Whom It May Concern:

It is with great pleasure that I share this letter of recommendation, both for College Works Painting as an effective leadership program, and also for Johnny Rhee, who has remarkably participated in and lead various levels of this organization.

My experience as a branch operator during the first year of my undergraduate career (2001) is marked with trials and tribulations, but most memorably, of my perseverance through the stresses of managing my own business - on top of being a full time student in a completely different field (International Development Studies). Yet, my determination and completion of the program rested upon the merits of College Works Painting as a challenging and rewarding experience.

The carefully structure program carries each intern through a set of informal and formal trainings - teaching personnel, budget, and time management. Branch operators acquire skills in sales, interpersonal communication, goal setting and of course, more knowledge about house painting than one knows what to do with. Yet, one leaves, most importantly, with tremendous growth in emotional intelligence and a deeper understanding of the self. I completed my first year with greater confidence, but also cognizance of my strengths and weaknesses - realizations that I continue to work with to his day, 7 years later.

I returned the following year to recruit, and help train the next cohort of interns with Johnny, who was my district manager at the time, and whom I owe much of my success during the program to. Each district manager served as a mentor to a team of interns. I feel that not only did Johnny coach/mentor me to be a successful business woman but more confident and successful person in life.

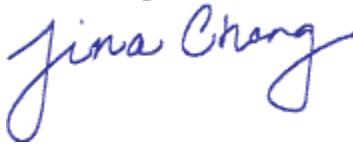
College Works Painting is unique in that the program is entirely led by former interns. Thus, its success rests entirely upon the leadership of those individuals - one of whom is Johnny Rhee.

Johnny is an amazing manager, teacher, and leader. His story is one of success in itself. Having immigrated to America with a need to find means for the continuation of his education, Johnny completed his undergraduate career at the prestigious UCLA through his earnings from College Works Painting. Beginning as a branch operator, he manifested through the corporation to his current position as an executive in this nationally renowned entrepreneurship program. Johnny was, and without a doubt continues to be a motivational mentor. He is reliable, consistent, honest, and operates with the highest level of integrity. Furthermore, he's strategic, organized, and extremely hard working - which makes him an asset, not only to this organization, but any business.

I am proud to have learned from him, and honored to continue be a close friend. Till this the day, I still consider him to be one of my most valuable friends and confidants.

Please do not hesitate to contact me with any questions regarding Johnny Rhee, or College Works Painting.

Sincerely,

A handwritten signature in blue ink that reads "Tina Chang". The signature is written in a cursive, flowing style.

Tina Chang
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