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November 15, 2013

To Whom It May Concern:

Please allow this letter to serve as a reference for Glenn Michaels. Mr. Michaels has worked for Volunteers of America here in Maine for 11 years in several executive level positions within our External Relations Department, managing fund raising, marketing and communications.

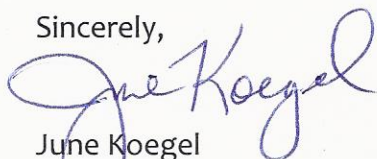
From the first day to his last, Mr. Michaels has been an exemplary employee and leader. He is someone who takes ownership of his responsibilities, understands the impact of his decisions on the organization and never loses sight of his strong values and principles.

In addition to his strengths around marketing, public relations and community engagement, Mr. Michaels brings to his work a huge heart, lots of compassion and a real understanding of how to create a sense of community. He works very hard, knows how to have a good laugh and is great at working with our front line staff.

Some of the other strengths Mr. Michaels possesses include his ability to deal with change, willingness to learn new skills, capacity to create a strong team and his passion for making a difference in the lives of the clients we serve. Mr. Michaels is thoughtful with colleagues, very punctual and is committed to his employer. He truly understands the importance of loyalty.

If you are considering hiring Mr. Michaels for a position you will not be disappointed. He will be a huge asset to your organization. If you have any questions or want to know more, please do not hesitate to contact me at 207-373-1140 or june.koegel@voanne.org.

Sincerely,



June Koegel
President/CEO