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RECEIVED
2018 NOV 30 AM 8:30
LEGAL SERVICES
CT JUDICIAL BRANCH

Date: November 21, 2018

Joseph J. Del Ciampo, Esq.
Secretary to the Rules Committee of Legal Services
100 Washington Street, 3rd Floor
Hartford, CT 06106

Re: Eugene Willis, Jr.; Functional Equivalent ABA Waiver Request

Dear Mr. Del Ciampo:

P E T I T I O N TO SIT FOR THE CONNECTICUT BAR EXAM

I have been advised by the Connecticut Bar Examining Committee to contact you regarding a waiver of Connecticut Supreme Court Rule pursuant to practice book Section(s) 2-8(4) 51(3) and specifically the requirement that those who sit for the Connecticut Bar Examination must be a graduate of a school accredited by the American Bar Association. I respectfully petition this Court for a waiver of (general requirements) of the Rules of Admission to the State Bar of Connecticut “*must have a Juris Doctor (JD) from a law school accredited by the American Bar Association (ABA) or CBEC approved school at the time of graduation and (II) applicant has been licensed to practice law*” and allow me to sit for the Connecticut Bar in 2019, because I have a JD from a California Accredited Law School, which is the functional equivalent of an ABA or CBEC law school and my overall [legal related] work experience adequately prepared Petitioner for success on the Bar exam and in the legal field. I earned a scaled score of 94 on the NCBE MPRE and Connecticut requires a passing scaled score of 80.

For the following reasons: Willis holds three degrees - Juris Doctorate (J.D.), Masters of Science Education (M.Ed.) and a Bachelor of Science Criminology (B.S.). In addition, Willis has

over 8 years of highly complex work experience in contract administration, business negotiations, real estate, business, finance and drug & alcohol counseling (drug court).

Willis also presents with the seven (7) credentials that require substantial knowledge of the law.

- **Certified Federal Contracts Manager (CFCM) from the NCMA (“FAR”)**
CFCM credential requires a passing score on a 150-question exam covering the Federal Acquisition Regulation.
- **Certified Commercial Contracts Manager (CCM) from the NCMA (“UCC”)**
CCCM credential requires a passing score on a 150-question exam covering the Uniform Commercial Code.
- **California Real Estate Salesperson License from the CalBRE (#02004635)**
Requires passing a detailed exam, background check and continuing education.
- **Constructs Documents Technologist (“CDT”) certificate from the CSI**
Requires passing a detailed exam on construction, regulations and architecture.
- **Leadership in Energy & Environmental Design (LEED Green Associate) from USGBC**
LEED requires passing the U.S. Green Building Exam on the LEED Core Functions.
- **Alternative Dispute Resolution Certificate from the Santa Monica College**
Focus on negotiations, mediation and arbitration. Techniques and tools.
- **Certified Alcohol & Drug Counsel from the IC&RC (Lapsed in 2011)**

He was granted a positive moral character determination from the CalBar (valid through 2020), passed the Ethics Exam “NCBE MPRE” in 2012 with a score of 94, has no outstanding debt or tax obligations and no child support issues.

Here, Petitioner was employed full-time by the State of California as an Associate Governmental Analyst in the Contracts Section, administrating complex service agreements and even held a part-time position as a youth counselor on weekends – while attending and completing law school. Currently, Willis is the head of UCLA’s complex revenue agreements in the Purchasing Department with the title of Business Contracts Manager working directly for the Chief Procurement

Officer e.g. Director of Purchasing. His performance evaluation received a score of “**exceeds expectations**” in July 2018.

Why Not ABA?

One may ask why Lincoln has not sought ABA accreditation and the simple answer is that the school does not want to burden students with debt from high-tuition loans that they will have to pay after graduation. In many instances the enormous debt, prevents graduates from taking the jobs they [actually] want, rather than taking the job that pays the most in order to meet their substantial student-loan debt.

Here, Lincoln Law School philosophy and business plan has worked for fifty years and the law school Dean has stated unequivocally that Lincoln Law School has not and will never seek ABA accreditation because the costs of running an ABA program are too high resulting in exorbitant tuition costs.

Accreditation

In recognition of the integrity of Lincoln Law School’s educational program, the Committee of Bar Examiners of the State Bar of California granted Lincoln provisional accreditation in 1978 and full accreditation in 1981. As an accredited law school, Lincoln must comply with the strict rules and regulations adopted by the Committee of Bar Examiners as outlined in the *Guidelines for Accredited Law School Rules*, which are approved by the Board of Governors of the State Bar of California as the degree-granting authority for law schools.

Here, Lincoln Law School has almost forty-years of accreditation and a thousand lawyers later, is still thriving. As will be articulated below, many great litigators, dozens of judges, partner’s

at large firms, Governor Appointees and business executives have flourished in part because of Lincoln's faculty, curriculum and preparation.

Curriculum

The school's curriculum is typical of schools accredited by the State Bar, as well as those accredited by the American Bar Association. Classes in the 13 subject areas tested on the California bar examination and the Multistate Professional Responsibility Examination are required. Practical skills classes in the subject areas of Moot Court, Trial Advocacy, Legal Analysis, and Applied Legal Reasoning are required areas of study, which reflects the school's and the legal community's desire that graduates receive more practical skills training with their law school education.

Faculty

All classes are taught by qualified faculty and are conducted at levels of quality and difficulty appropriate to earning a Juris Doctor degree. The faculty is comprised of seven members of the judiciary (six Sacramento County Superior Court judges and one Federal District Court judge), public attorneys, and private practitioners. This variety of backgrounds and breadth of experience provides students with the full spectrum of learning experiences from criminal and civil prosecution and defense, public interest law, family law, transactional law and the bench. The great majority of Lincoln's professors teach in their specific practice areas.

Bar Pass Rates

Historically Lincoln is in the top two or three of California Accredited Law Schools and there have been years in which the school's pass rate has equaled or surpassed that of some California-based ABA schools.

Of Lincoln's more than 1,600 graduates, more than 70% have passed the California bar examination, which many argue is the most difficult United States bar examination.

Successful Graduates

The quality of the school's program can be measured by the success of its graduates. The former Sacramento County District Attorney (Jan Scully – 20 years), the Sacramento County chief deputy district attorney (Steve Grippi – 23 years), the current elected Sacramento County Sheriff (Scott Jones – 8 years), the general counsel to the California Highway Patrol (Kim Hunter – 7 years), the executive officer of the Board of Parole Hearings (Jennifer Shaffer - 7 years), the executive officer of the Franchise Tax Board (Selvi Stanislaus – 12 years), elected members, many California superior court and administrative law judges, successful private practitioners and public attorneys in a variety of areas.

Conclusion

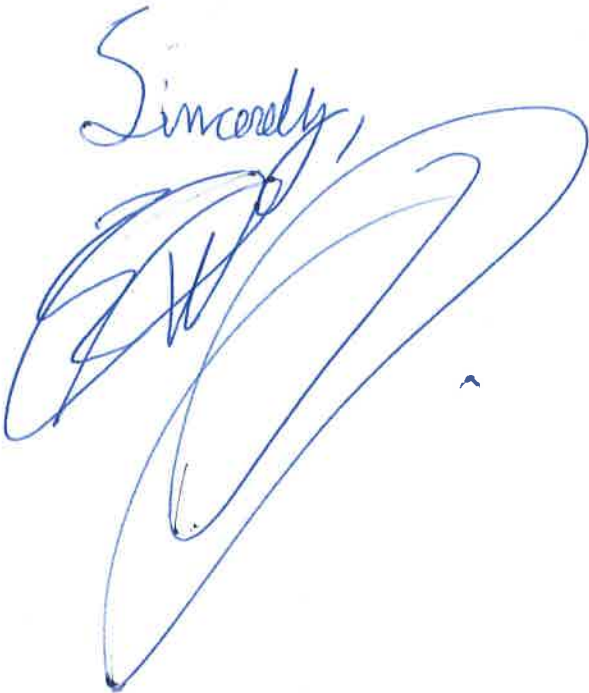
As you can tell from the information Petitioner has provided, he is very proud of the school, its curriculum, the quality of its faculty, and the success of the school's graduates. Petitioner could add much more details in this request than what was written, but doing so would likely result in the viewpoint that perhaps petitioner provided much more than the Connecticut Supreme Court actually needs to grant Petitioner's request to sit for the BAR exam.

Petitioner has not been charged with a criminal offense since receiving a positive moral character determination from the California State Bar in 2017. Passed MPRE in 2012 with a score of 94 and re-registered for November 2018 in anticipation of sitting for the Connecticut BAR to provide a more recent MPRE score. We humbly ask that you give Willis this opportunity to sit for the exam.

WHEREFORE, petitioner requests waiver of the ABA requirement to sit for the Connecticut Bar Exam. Petition requests a waiver that allows him to sit for State Bar of Connecticut in 2019 during the February or July examination periods. Thank you in advance for your consideration in this matter.

ATTACHED EXHIBITS:

- **MPRE Score Transcript**
- **State Bar of California Moral Character Determination Letter**
- **State Bar of California Accreditation**
- **Resume [CV]**
- **Professional Credentials (Certifications)**
- **Letters of Recommendation**

Sincerely,




National Conference of Bar Examiners
MPRE Unofficial Score Transcript

Name: Eugene Willis
NCBE Number: N10247304
Date of Birth: 02/21/1981

June 18, 2018

Based on the information you provided, the NCBE's records indicate that you have the following score(s) for the Multistate Professional Responsibility Examination (MPRE).

Test Administration	Scaled Score
August 2012	94

Any questions about admission requirements pertaining to MPRE scores should be directed to the bar admissions agency in the jurisdiction to which you are applying. Jurisdiction contact information may be accessed on the [NCBE home page](#). Each jurisdiction determines its own passing score on the MPRE.

The MPRE scaled score is a standard score. Standard scaled scores range from 50(low) to 150 (high). For more information on the scoring process, review the FAQ "[How is the MPRE scored?](#)" in the Help & Support section of our website.

This MPRE Unofficial Score Transcript is provided for your reference only and cannot be used to transfer your score to a jurisdiction. To send an MPRE score to a jurisdiction, you must submit a request to NCBE for an [MPRE Score Report](#). MPRE score reports may be requested under the Score Services tab of your [NCBE account](#).



THE STATE BAR OF CALIFORNIA
OFFICE OF ADMISSIONS

180 HOWARD STREET • SAN FRANCISCO, CALIFORNIA 94105-1617 • (415) 538-2300
845 S. FIGUEROA STREET • LOS ANGELES, CALIFORNIA 90017-2515 • (213) 765-1500

September 15, 2017

File#: 400181

TO: EUGENE WILLIS, JR.
PO BOX 188054
SACRAMENTO, CA 95818

From: Office of Admissions, The State Bar of California
Subject: Determination of Moral Character
Application Filed: May 25, 2017
Determination Date: September 14, 2017
Determination Expires: September 14, 2020

~~The processing of your Application for Determination of Moral Character has been completed.~~

The Committee of Bar Examiners is pleased to advise you that you have been found to possess the good moral character required for certification to practice law in California. This positive determination will remain valid through the date specified. If you have fulfilled all requirements for admission to practice law in California, your eligibility will be certified to the Supreme Court of California and admission materials will be sent within 3-4 weeks. If you do not fulfill all admission requirements before your determination expires, you will be required to file an Application for Extension of Determination of Moral Character to prevent your determination from expiring and provide updates to your moral character determination application.

If your determination expires, you will be required to file a NEW Application for Determination of Moral Character and pay the fee associated with that application. You will need to create a new online account which includes a new login, password, and email address.

Until you are certified to the Supreme Court, you are under an on-going obligation to update your responses to questions on the moral character application whenever there is an addition or change to information previously provided to the Committee.

Sincerely,

THE COMMITTEE OF BAR EXAMINERS



3140 J Street
Sacramento, CA 95816
916.446.1275
lincolnlaw.edu

September 10, 2015

To Whom It May Concern:

Re: Eugene Willis

I have been advised that Eugene Willis has applied for a position with your organization. I am pleased to write this letter in support of his application.

By way of background, I have taught at Lincoln Law School of Sacramento for over thirty years and currently hold the position of professor and academic dean. While attending Lincoln, Mr. Willis was a student in my Torts, Alternative Dispute Resolution/Negotiations, and Legal Analysis classes. Mr. Willis earned his Juris Doctor degree in May of 2014.

Mr. Willis was not at the top of his class in terms of his grade point average but GPAs frequently do not tell the complete story. In those classes in which Mr. Willis was my student he exhibited the qualities which I believe will serve him well in most any setting. He is intelligent, personable, competitive, and conscientious. Mr. Willis was always fully prepared and readily and intelligently participated in class discussions.

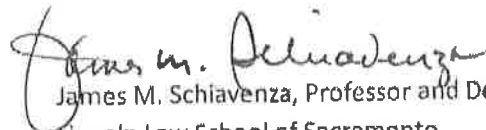
On occasion I spoke with Mr. Willis about what he was doing outside the classroom. During those discussions I learned that he was a very busy man who held two responsible jobs while attending law school. As most know law school is very difficult and time consuming. Graduating from law school is in and of itself quite difficult but is especially so when working two jobs. In my most recent discussions with Mr. Willis I learned that he is active in his community, recently wrote an excellent article regarding the gentrification of Oak Park, and is contemplating the possibility of running for public office one day. He is definitely headed in a very good direction.

It is, of course, difficult to judge someone with the limitations of a school setting. That said I found Mr. Willis to be very hard working, motivated, organized and very caring about others and particularly his community. Through his in-class questions and during out-of-class discussions he

expressed a desire to learn and a willingness to take direction when needed. Perhaps most important, however, is his strength of character.

With my knowledge of Mr. Willis I can without hesitation give him my highest recommendation and I fully support his application. If there is anything about Mr. Willis that I have not addressed in this letter or if you have questions about this recommendation I would be pleased to speak with you and provide additional information as needed.

Sincerely,


James M. Schiavenza, Professor and Dean
Lincoln Law School of Sacramento



The State Bar of California

Law Schools

- Law Schools in California Approved by the American Bar Association (ABA)
- Law Schools in California Approved by the State Bar's Committee of Bar Examiners (CALSB)
- Unaccredited Law Schools in California

Lincoln
Law: 3rd
Page Below

Rules and Fees

- Accredited Law School Rules
- Guidelines for Accredited Law School Rules
- Accredited Law School Fees
- Unaccredited Law School Rules
- Guidelines for Unaccredited Law School Rules
- Unaccredited Law School Fees

Law schools in California approved by the ABA

The following schools are accredited by the American Bar Association and by such approval are deemed accredited by the State Bar's Committee of Bar Examiners.

California Western School of Law

225 Cedar St.
San Diego, CA 92101-3046
619-239-0391
www.cwsl.edu

Chapman University Fowler School of Law

One University Drive
Orange, CA 92866-1032
888-242-1913
714-628-2500
www.chapman.edu/law

Golden Gate University School of Law

536 Mission St.
San Francisco, CA 94105-2921
415-442-6600
www.ggu.edu/schools/law

University of California Davis School of Law (King Hall)

400 Mrak Hall Drive
Davis, CA 95616-5201
530-752-0243
www.law.ucdavis.edu

University of California Irvine School of Law

401 E. Peltason Drive, Suite 1000
Irvine, CA 92697-8000
949-824-0066
www.law.uci.edu

University of California Los Angeles School of Law

1242 Law Building
385 Charles E. Young Drive East
Los Angeles, CA 90095-1476
310-825-4841

215 Boalt Hall
 Berkeley, CA 94720-7200
 510-642-2274
www.law.berkeley.edu

Whittier Law School

3333 Harbor Blvd.
 Costa Mesa, CA 92626-1501
 714-444-4141
www.law.whittier.edu

1 Banting
 Irvine, CA 92618
 714-738-1000
www.wsulaw.edu

Law schools in California accredited by the State Bar's Committee of Bar Examiners

The following schools are accredited by the State Bar's Committee of Bar Examiners.

Cal Northern School of Law

1395 Ridgewood Drive, Suite 100
 Chico, CA 95973-7802
 530-891-6900
www.calnorthern.edu

Empire College School of Law

3035 Cleveland Ave.
 Santa Rosa, CA 95403-2122
 707-546-4000
www.empcol.edu

Glendale University College of Law

220 North Glendale Ave.
 Glendale, CA 91206-4454
 818-247-0770
www.glendalelaw.edu

**Humphreys University Drivon
 School of Law**

6650 Inglewood Ave.
 Stockton, CA 95207-3861
 209-478-0800
www.humphreys.edu

**John F. Kennedy University
 College of Law**

100 Ellinwood Way

San Diego Law School

(A branch campus of San Francisco Law School)

Alliant International University

10455 Pomerado Road
 San Diego, CA 92131
 415-626-5550
www.alliant.edu/sdls

San Francisco Law School

Alliant International University

One Beach Street
 San Francisco, CA 94133
 415-626-5550
www.alliant.edu/sfls

San Joaquin College of Law

901 5th St.
 Clovis, CA 93612-1312
 800-522-0994
www.sjcl.edu

San Luis Obispo College of Law

(A branch of Monterey College of Law)
 4119 Broad St., #200
 San Luis Obispo, CA 93401
 (831) 582-4000
<http://slolaw.org/>

Santa Barbara College of Law

20 East Victoria St.
 Santa Barbara, CA 93101-2606

Pleasant Hill, CA 94523-4817

925-969-3550

www.jfku.edu/schools/law

Kern County College of Law

(A branch of Monterey College of Law)

1731 Chester Ave.

Bakersfield, CA 93301

(831) 582-4000

<http://kerncountylaw.org/>

Lincoln Law School of San Jose

384 S. Second St.

San Jose, CA 95113-2711

408-977-7227

www.lincolnlawsj.edu

Eugene
Willis, Jr.

Lincoln Law School of Sacramento

3140 "J" Street

Sacramento, CA 95816-4403

(916) 446-1275

www.lincolnlaw.edu

Monterey College of Law

100 Col. Durham St.

Seaside, CA 93955-7300

831-582-4000

www.montereylaw.edu

Pacific Coast University

School of Law

1650 Ximeno Ave., Suite 300

Long Beach, CA 90804

562-961-8200

www.pculaw.org

**University of West Los Angeles
School of Law**

West Los Angeles Campus

9800 S. La Cienega Blvd., 12th Floor

Inglewood, CA 90301-4423

310-342-5250

www.uwla.edu

805-979-9860

www.collegesoflaw.edu

Southern California Institute of Law

Santa Barbara campus

1525 State St., Suite 202

Santa Barbara, CA 93101-2500

805-963-4654

www.lawdegree.com

Southern California Institute of Law

Ventura campus

877 South Victoria Ave., Suite 111

Ventura, CA 93003-5377

805-644-2327

www.lawdegree.com

University of West Los Angeles School of Law

San Fernando Valley Campus

9201 Oakdale Ave., #201

Chatsworth, CA 91311

818-775-4500

www.uwla.edu

Trinity Law School

2200 North Grand Ave.

Santa Ana, CA 92705-7016

714-796-7100

www.tls.edu

Ventura College of Law

4475 Market St.

Ventura, CA 93003-7774

805-765-9300

www.collegesoflaw.edu

Trusted Leader You Can Depend On

Curriculum Vitae

CONTACT INFORMATION

Eugene Willis, Jr.
2589 S Sepulveda Blvd.
Los Angeles, CA 90064
(916) 475-4918
eugene.willisjr@gmail.com

EDUCATION

Lincoln Law School of Sacramento, Sacramento, CA
Juris Doctorate, Law
May 10, 2014

Southwest Baptist University, Bolivar, MO
Master of Science, Education Leadership & Administration
December 15, 2005
Thesis Title: The Proliferation of Educational Inequity

Florida State University, Tallahassee, Fl
Bachelors of Science, Criminology & Criminal Justice
December 13, 2003

EMPLOYMENT HISTORY

UCLA, Corporate Financial Services
Purchasing Department
Business Contracts Manager
January 16, 2018 – Present

Head of the unit responsible for negotiating complex revenue (service) agreements with external customers, whereby customers purchase UC services and goods. Negotiate terms & conditions, assess business risk and compliance. Responsible for developing purchasing policies.

UC Davis Office of Research
Sr. Contracts & Grants Analyst
April 2014 – March 2016

Associate level analyst assigned to work in the office of contracts and grants with multiple responsibilities. Submitted proposals to sponsors, negotiated awards with the sponsors and executed/negotiated agreements with subcontracts and sub-awardees. Utilized the "FAR."

State of California
Office of Financial & Business Services
Sr. Analyst, Contract Administration
July 2008 – 2012 (Resigned to Complete Law School)

Associate level analyst responsible for complex contract administration and contract management – conducting bids, negotiating contracts, training contractors on contracts. Also responsible for evaluating contractor performance.

Resume for:
Eugene Willis, J.D., M.Ed.

FELLOWSHIPS

New American Leaders Project (NALP)

LICENSES / CERTIFICATION

LEED Green Associate, U.S. Green Building Council, September 2017

Construction Documents Technologist (CDT), Construction Specifications Inst., August 2017

California Real Estate Salesperson License, California Bureau of Real Estate, June 2016

Certified Commercial Contracts Manager (CCCM) through the NCMA

Certified Federal Contracts Manager (CFCM) through the NCMA

Alternative Dispute Resolution & Complex Negotiations

PROFESSIONAL AFFILIATIONS

National Contract Management Association (NCMA), Since 2014

U.S. Department of Commerce, Minority Business Development Agency Panelist Reviewer

University of California Business Contracts Collaborative (UCBCC), Co-Chair

Construction Specifications Institute (CSI) Member

U.S. Green Building Council (USGBC) Member

National Association of Educational Procurement (NAEP)

- Professional Development Committee, Co-Chair

Sacramento County Board of Supervisors, Equal Employment Advisory Committee

National Alliance on Mental Illness (NAMI) Sacramento, Board Member

Los Angeles Chamber of Commerce, NextLA Member

SKILLS / INTERESTS

Contract Negotiations

Community Development

Contract Management

Alternative Dispute Resolution

Real Estate

Commercial Real Estate

Energy & Environmental Design

Government Regulatory Processes

Construction Documents

Budgets

Grants

Business Development



**Resume for:
Eugene Willis, J.D., M.Ed.**

State of California

Bureau of Real Estate

Real Estate Salesperson License

Eugene Willis Jr

BROKER AFFILIATION

None

This license is issued in a non-working status.
The licensee may not perform licensed activities.

Identification Number: 02004635

Issued:

June 30, 2016

Expires: June 29, 2020



Real Estate Commissioner



September 4, 2018

Mr. Eugene Willis
2589 S Sepulveda
Los Angeles, CA 95818

Dear Mr. Willis:

On behalf of the National Contract Management Association (NCMA), it gives me great pleasure to congratulate you on earning the Certified Federal Contracts Manager (CFCM) designation. You can justly share in our sense of pride at this professional accomplishment.

Having embarked on this pathway for professional development, it is important that you maintain your CFCM by pursuing the education requirements for recertification over the next five years, and every five years thereafter. This will ensure that you retain the level of knowledge and professionalism that you have displayed in successfully completing the examinations. Your recertification deadline is December 31, 2023. For more information on the recertification requirements please view our website.

A future issue of NCMA's *Contract Management* (CM) magazine will feature your name as well as those of other successful new certificants. Your new CFCM certificate is enclosed. Please keep a copy of this letter for your records.

If you have any questions, please contact the Certification Department at 800-344-8096.

Congratulations again on your outstanding achievement.

Sincerely,

A handwritten signature in black ink, appearing to read "Charlie E. Williams, Jr.", with a large, sweeping flourish at the end.

Charlie E. Williams, Jr.
President

Enclosure: CFCM Certificate

Certificate of Completion

This certificate is awarded to

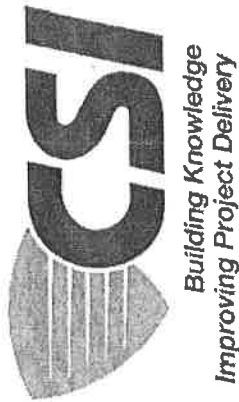
Engene Willis Jr.

For successfully completing the certificated program of
Alternative Dispute Resolution

Santa Monica College
Community Education
1900 Pico Blvd
Santa Monica, CA 90405

Issued On: 4/19/2018

Training Hours: 12



CONSTRUCTION DOCUMENTS TECHNOLOGIST

This is to certify that

Eugene Willis, CDT

Has successfully completed the Construction Documents Technology examination, demonstrating a knowledge of General Conditions of the contract in common use and CSI recommended procedures for project manual organization as prescribed by the Certification Committee of CSI.

Ronald L. Geren, FCSI, CCCA, CCA
President
CSI

Sandi Velleca, FCSI, CCS, CCCA
Chairman
CSI Certification Committee

Spring 2017



NCMA

NATIONAL CONTRACT MANAGEMENT ASSOCIATION

Certificate of Membership

On 07/09/2014

Mr. Eugene Willis, Jr.

joined the National Contract Management Association (NCMA).

All NCMA members agree to abide by the Association's Code of Ethics, which establishes principles for members of the contract management profession. This code is intended to create public trust and confidence in the integrity of the contract management process. The code requires members of the contract management profession to conduct themselves in such a manner as to bring credit upon the profession.

Michael Fischetti, Executive Director

Kim Rupert, President



Member in good standing through 05/31/2019



Building Knowledge
Improving Project Delivery

CERTIFICATE OF COMPLETION

This is to certify that

Eugene Willis Jr

participated in

An Introduction Series to
Construction Contract Administration – Chapter 11

Practice Group Session attended on:

5/22/2018

co-chairs: Jim Rains and Douglas Freeman

Matthew R Fochs (e) mfochs@csinet.org

Contract Administration Practice Community

CSI

110 South Union Street, Suite 100
Alexandria, VA 22304

**Equal Employment Opportunity
Advisory Committee**



**Michael Craft, Chair
Ll. Brandon Luke, Vice Chair**

County of Sacramento

April 24, 2017

Eugene Willis, Jr.
4220 W 138th St.
Hawthorne, CA 90250

Dear Eugene,

I would like to take this time to recognize your efforts and contributions as a member of the Sacramento County Equal Employment Opportunity Advisory Committee.

The Equal Employment Opportunity Advisory Committee was established to advise the County's Board of Supervisors, Civil Service Commission, County Executive, Director of Human Resources and other County agency administrators and department heads on the implementation of the County's Equal Employment Opportunity policy. The Committee strives to support and advance the Board of Supervisors' initiative to achieve workforce diversity through policy development, implementation and effective service delivery strategies.

During your tenure with the Committee since June, 2015, you have been very active in helping the Committee carry out its function. Your contributions were instrumental in achieving success towards a letter to be presented to the Board of Supervisors regarding our concerns with diversity in promotions, retention and recruitment into management level positions. Your participation reflected your commitment to serving the community and the principles of equal opportunity.

It has been my great pleasure to serve with someone whose dedication, enthusiasm, and professionalism inspire others to aspire to their fullest potential.

Sincerely,

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

**Michael Craft, Chairperson
Equal Employment Opportunity Advisory Committee**