

Letter of Reference
Regarding Ms. Corrina Del Greco
From Bruce L. Tulgan

To whom it may concern,

I am very pleased to have the opportunity to write in support of Corrina Del Greco.

I had the occasion to work closely with Ms. Del Greco over a three-month period in the Summer of 2018, during which time she was employed as a research intern with RainmakerThinking, Inc., the management consulting firm where I am the CEO.

From the day she arrived until the day she left, Ms. Del Greco was the clear MVP on a team of four college-aged interns working together on an extensive survey research project designed to study the attitudes of their peers in the workplace. This study, in which the interns collected 4,093 survey responses with young workers and also dozens of videotaped interviews, is the latest in our ongoing workplace research since 1993. The resulting report, "The Voice of Generation Z," in text and video, delves into the workplace factors most important to the newest generation of workers. The research has been extremely valuable to our clients and been featured in numerous articles, including a front--page story in The Wall Street Journal, in which Ms. Del Greco was quoted and appeared in a large inset photo.

Every step of the way, Ms. Del Greco was exceptional in every way. She was an aggressively diligent and meticulously thorough and curious and humble learner. She went out of her way to build authentic and productive relationships with everyone in the office, both the full-time professional staff and her fellow interns. Almost immediately, her fellow interns began turning to her for leadership, whenever there were decisions to be made or problems to be solved. She was always three steps ahead, dotting every "I" and crossing every "T," always without hesitation, taking exactly the right amount of initiative without ever overstepping. She was always jumping in to go the extra mile, offering to work extra, making great suggestions, and helping her peers. To give you one vivid example, Ms. Del Greco decided, on her own initiative, to whiteboard the team's progress in key project milestones and next steps. She also took it upon herself to create posters to promote the interview process. She conducted more video interviews than anyone else. She was a fountain of good ideas throughout the creative process. And she led her peers through the longest days and nights leading up to the final deadlines.

Having studied young people in the workplace since 1993 and written numerous books on the topic, I have a lot of experience from which to make comparisons with Ms. Del Greco. I can say without question she is one of the very most impressive individuals with whom I have ever worked. The truth is, that is just the tip of the iceberg. Ms. Del Greco is highly intelligent, knowledgeable, and skilled; she is empathetic, sensitive, wise and kind; a person of true integrity, honesty, and discretion. She has good judgment and superb interpersonal skills. She is the kind of person who arrives early, stays late; identifies problems hiding around the corner and solves problems quickly and without fuss; engages in regular ongoing process improvement; smiles and makes others smile with her. She is an A+ player with an A+ attitude who would

quickly become one of the most valued members of any workplace community. She will be a most valued member of any community in which she works and an honor to any profession she chooses.

For all of the reasons above, I can gladly and enthusiastically recommend Corrina Del Greco for a position in any team for which she is a candidate. Frankly, any organization would be very well served to have her and you would be lucky to get her.

Please feel free to contact me if you would like to follow up. I am so strongly supportive that I am including my telephone number below if you would prefer to call rather than email.

Best regards,

Bruce Tulgan

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