



Inspire a Great Start for **Every Child**

March 4, 2019

To Whom It May Concern:

I had the opportunity to have Marc De La Cruz reporting to me from June 2017 to October 2018. During that time, I have been able to work closely with Marc and see his superb work ethic and attitude.

Marc started reporting to me as a high-school intern. Unlike other interns in his position, Marc took every opportunity to maximize the work he was completing and went above and beyond on multiple occasions. Due to Marc's substantial work for our team, we retained him (the only high-school intern we retained) as a continuing intern and then hired him as an official Marketing Specialist on the team.

He is a proficient writer, is fully certified in the Adobe Creative Suite and has great skills as a project manager. Over the past year, he has developed his skills in web-design, data analysis and manipulation and truly exceeded expectations even for his standards. Marc is a self-starter, he constantly looks for projects that he can take on and complete without prompting or supervision.

Marc has many qualities that are well beyond where he should be in his professional career, and he uses his talent in concert with a head-down get work done attitude. I would fully recommend Marc for any position or opportunity that he is seeking.

Regards,

Mark Welling
Vice President of Marketing
Waterford.org
markwelling@waterford.org