(Reference 1 of 2)

To Whom it May Concern:

I would like to record my heartfelt support for Marie Bankuti in her application for leader of the leadership program. I have had the pleasure of knowing and working with Marie for the past two years. In my role as Head Coach for Cognizant Technology Solutions I have worked with Marie to both develop and execute critical one-to-one coaching programs for Cognizant leadership team members. Marie’s participation in bringing the current very successful program into reality was significant in both her experience in delivery of innovative one-to-one programs and in how she engaged the individuals she personally coached. She has coached well over 150 staff members with leadership skill varying from newly involved with leadership to experienced Account Managers.

Marie would be a valuable addition to any group with a mission that includes making a difference for the individual. Time after time I hear in the feedback from those associated with her about the changes she has helped them bring to their leadership and interactions with others.

I have great respect for her excitement and energy she invests in her mission to be part of the change. If you have a chance to add Marie to your knowledge and skill base I believe you would regard her contributions just as highly. And in reflection, few have such passion and energy for bringing change to the challenge of leadership and those who work each day toward transferring value to others.

Johnny Earl – Head Coach, Cognizant Technology Solutions

Johnny.Earl@cognizant.com

(Reference 2 of 2)

June 13, 2012

To whom it may concern,

It is with great passion and respect that I would like to recommend Marie Bankuti for an opportunity to audition to become a leader in your co-active leadership program. Marie is an amazing woman that I have known for over 12 years. Marie is confident, she is mature, and she touches the hearts of many. Marie is always open to offering help and guidance to anyone in need or asking. As a life coach, she is assisting many people as they deal with life struggles and changes, such as location, cultural differences, job difficulties, family rearing, etc. As an instructor of business analysts and project managers, Marie coaches and mentors the less skilled as they progress in their technical careers. As the best-ever business analyst, Marie has led businesses through process re-engineering and has designed functional systems that assist their operations. As a project manager, Marie has led many multi-million dollar projects to successful completions on time and within budget. As a person, Marie is always doing walks and runs and volunteer efforts to help different fund raising causes for the greater good. As a friend, Marie has always been there to offer advice, friendship, and support. As a mother, Marie has raised a wonderful, loving, mature, and professionally successful daughter.

Marie has all the qualities that I can think of as a leader. She is proactive, adaptable, a good communicator, respectful, confident, enthusiastic, open-minded, well educated, organized, and consistent. Marie always gives credit where credit is due, she is modest and resourceful. I have seen Marie grow over these years from an intelligent hard working woman, to a powerful and confident leader of people. I recently had the opportunity to observe Marie speak to a large audience and was moved at how poised and polished she has become as a speaker but more importantly I realized how much I admire her.

Sincerely,

Johannah Jaros

Former Director of IT, MassDOT Registry of Motor Vehicles Applications

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