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January 10, 2010

To Whom It May Concern:

It has been my great pleasure to work for Jack Crowley for the past year and a half in his capacity as Program Manager. Jack recruited me to join his team as a technical analyst to implement a revenue administration system application for the City of Richmond. The project had been in process for several years and was drastically off track. Based on his prior performance, Jack had been called back to the City to correct a number of deficiencies which had developed.

Jack immediately reorganized the project schedule, developing a methodical implementation which has been extremely successful in meeting timelines, goals and expectations of the users. He created, and has further cultivated, a working relationship with the vendor which had been previously non-existent. This relationship has allowed the City to realize cost savings by virtue of reduced, or in some instances free, fees for the vendor's services. There have been several version upgrades during my tenure. All were accomplished efficiently and in a timely manner given Jack's outstanding ability to identify objectives, outline the critical path and appropriately direct all the requisite resources.

I would welcome the opportunity to work with Jack again. He has a phenomenal personality. His enthusiasm is a tremendous motivator to his team. These qualities in conjunction with his extensive skill as a Program Manager make Jack a valuable asset to any organization. Feel free to contact me if you desire further elaboration of Jack's many qualities.



Eileen P. Stallman
Technical Analyst