

Bil. Alvernaz References - Contact information:

- **Lee Kiefer**, DoD Chief of Security, 814-534-2092  
[lee\\_kiefer@yahoo.com](mailto:lee_kiefer@yahoo.com)
- **Nick Derrough**, HR Analyst - Aerojet, 425-702-6854,  
[nicholas.derrough@rocket.com](mailto:nicholas.derrough@rocket.com)
- **Violet Vernon**, Benefits Manager - Aerojet, 916-355-4605,  
[violet.vernon@rocket.com](mailto:violet.vernon@rocket.com)
- **Curtis Wise**, Communications/Web Manager - Aerojet, 916-501-0867,  
[curtis.wise@rocket.com](mailto:curtis.wise@rocket.com)
- **Craig Halterman**, VP of IT - Aerojet, 916-213-9103,  
[craig.halterman@att.net](mailto:craig.halterman@att.net)

Here are quotes from what people say about Bil. Alvernaz:

"Coming into a newly created position and not knowing about our company, Bil. initially had the challenge of learning about the company, about the department/division, and about key initiatives and issues for which he would be responsible for communicating. Bil. proved to be resourceful in quickly acquiring the knowledge and network of contacts and resources needed, working energetically and persistently through various potential barriers and corporate "structures" to "make his mark" with impressive accomplishments. He fostered solid relationships and proactively forged partnerships within many other areas of the company where he significantly contributed to not only foreseen communications work but also many projects and efforts he, himself, created that we didn't even know we needed. Given Bil.'s ability to work independently as well as effortlessly and effectively as part of any team, this allows him to achieve much against diverse objectives. Bil. also displays solid project management/organizational skills and a genuine enthusiasm and passion for every aspect of his work. The energy and fun he injects into our work environment is beneficial to our team (and company) as a whole." **Elizabeth Zacharias, VP Human Resources Aerojet Rocketdyne**

"Bil. is excellent at conceiving and mapping out projects and programs. His creativity and innovativeness really are assets when it comes to making things happen. I mean anyone who can figure out a way to make a presentation to the President of the United States and pull it off flawlessly, well, you can't help but be impressed."

**Bill Shaughnessy, Microsoft Corporation**

"Bil. brings an extraordinary high level of energy, creating a culture of excitement and fosters a "can do" attitude - having the courage to do whatever is necessary to succeed. He leads by example in demonstrating and requiring accountability of himself and of others, encouraging and motivating the team towards achieving difficult tasks and goals, while always remembering to have fun and celebrate team wins and successes." **Vickie Simpson, Motorola Corporation**

"Bil. is an exceptional administrative leader. He is a take-charge person in a very positive, constructive way. Those of us who have had the privilege of working with Bil. appreciate that ability. He has **outstanding organizational skills**, delegating and inspiring a team approach to all operational challenges."

**George Armstrong, Past President, Santa Barbara Board of REALTORS**

"The thing that impressed me most about Bil. was that he truly cared about helping us be successful as possible. You could easily tell that by his extra effort and his **willingness to always do more.**"

**Mike Chipman, Founder of ChipSoft and creator of TurboTax**

"Bil. has many strengths and talents. Those that are most notable are **his leadership, web development, and communication skills**. He is a natural leader who inspires others with his knowledge, expertise and enthusiasm...people want to work with him and "be on his team."

**Joanne Presnell, Assistant Director of the Workforce Commission, Merced, CA**

"Bil. demonstrated unparalleled understanding of how to effectively manage employees and volunteers, and **dramatically increased overall productivity and client satisfaction.**"

**Martin Mielko, former Treasurer, Santa Barbara Board of REALTORS**

"I do not think you could find a person that had a better attitude about work and life than does Bil. He could work independently (requiring little oversight) as well as be a valuable member of a team. He has a **"can do" attitude** and is willing to take on any assignment – even if it was outside his area of expertise."

**Phil Hiller, Overwatch Systems, Austin, TX**

"Bil. leads by example – and he sets a very good one. Bil. effectively and efficiently **captures the needs of his "customers"** and figures out how to deliver not only on those needs but on their unstated desires."

**Rob Cook, Executive Officer, Governor's Office, State of California**

"I've received compliments from many people who rely on Bil.'s knowledge of subject matter and attention to detail. Bil. is **an innovative self-starter, who has strong communication and collaboration skills**. He easily manages multiple priorities and typically exceeds expectations. He handles pressure well, and always meets deadlines on time and within budget."

**Bill Cullifer, President of the World Organization of Webmaster**