



Video Electronics Standards Association

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May 5, 1994

Letter of Reference for **Bil. Alvernaz**

To Whom It May Concern:

Bil. Alvernaz worked with the Video Electronics Standards Association from January through April of 1994. Bil. was involved with VESA in many aspects, primarily as the Acting Managing Director. Bil. was hired by VESA to facilitate organization and change, which he successfully accomplished.

Bil. managed VESA and all office personnel during this time. Bil. worked with the VESA staff to reorganize the overall business and office procedures, which included writing a Policies and Procedures manual. Bil. is a true team player; working with many different personality types to achieve goals. He is very easy to work with and his communication style is conducive to clear goals and objects for all people involved.

Bil. interacted with all the VESA committees, compiling data, working toward the goal of "standardizing" the procedures for committees and their activities within the organization. This also involved working with many people, coordinating the goals and objectives.

Working with the Board of Directors, Bil. established guidelines to hire a Managing Director. Bil. hired me as the new Managing Director during March 1994.

While with VESA, Bil. developed more cost-efficient methods of communication with committees and members. Bil. is very knowledgeable about current technology; this resulted in a more streamlined fax system and mass mailing process to VESA committees and members.

Overall, Bil. is very enthusiastic and a team player. He is a clear communicator and gets along well with everyone he works with. I recommend Bil. as someone you can count on to get the job done.

Sincerely,

Roger McKee
Managing Director