

July 22, 2003

RE: Reference letter – Mr. Ron Porter, RDP Consulting Services

Greetings:

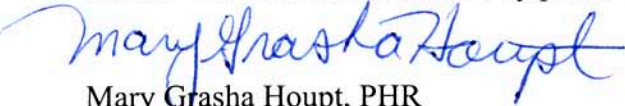
This document serves as a formal letter of support and reference for the services provided to the Bureau by Mr. Ron Porter, President of RDP Consulting Services. As the HR Director of the Bureau, I highly recommend Mr. Porter and RDP Consulting Services to your organization.

When the Bureau began a search for a local diversity expert and facilitator to launch a Bureau diversity initiative, RDP Consulting Services was highly recommended by Ms. Esther Bush of the Urban League. Ron Porter successfully facilitated diversity awareness/inclusion workshops for senior management and Bureau staff. The awareness sessions were high-caliber and thought provoking, due to Ron's excellent planning, organizational skills, facilitation, outstanding speaking ability and the strategic, interactive workshop agenda.

Ron Porter and RDP Consulting Services also facilitated diversity awareness sessions for front-line ambassadors and staff of the Pittsburgh hospitality community. With Ron's expertise, Pittsburgh was prepared to warmly greet and welcome in July 2003 the National Urban League delegates, who were in Pittsburgh for their annual convention.

We plan to continue to utilize Mr. Porter's expert services in the areas of team building, harassment training and creating a welcoming, multi-cultural workplace environment. Finally, we are pleased to announce that RDP Consulting Services is a Member of the Bureau, enjoying the many faceted, distinct advantages that the Bureau provides.

I would be pleased to speak with you in greater detail regarding our experiences with Mr. Porter. Feel free to contact me by phone or e-mail.



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MEMBER