

November 15, 2002

Greetings:

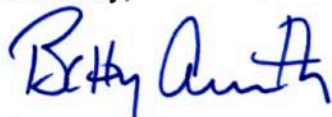
This document will serve as a formal letter of reference and support for the skill and services provided to the Historical Society of Western Pennsylvania by Ron D. Porter and RDP Consulting Services.

In approaching RDP Consulting Services, the management team at H.S.W.P. was seeking Diversity Training. What we quickly uncovered -- with Ron's assistance -- was that we desired methods to insure inclusiveness in all aspects of our business. What we were truly seeking was to build on an existing great team with a goal to ensure that each person was connected to our organizational mission and given the opportunity to make meaningful contribution. Through his skill and vast expertise, Ron facilitated planning sessions with senior management and conducted with staff four "Inclusiveness Workshops." Ron was then able to assist us in building on areas of opportunity as we began our journey through 4 staff sessions entitled "Planning To Enhance Organizational Success."

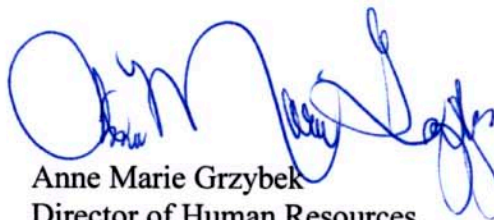
Throughout our interactions with Mr. Porter and RDP Consulting Services, the dynamic has been great. There is excellent planning and follow through as well as actual facilitation and presentation.

We highly recommend that you consider utilizing the superb skills and talents of this consulting firm for your organization's staff development needs. Either one of us would be very happy to speak with you in greater detail regarding our experiences. Please feel free to contact us by phone or e-mail at the numbers/addresses listed below our names.

Sincerely,



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