



S. Tyrone (Ty) Alexander
Senior Vice President
Human Resources and
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TO WHOM IT MAY CONCERN:

RDP Consulting, Inc. has been a valued consulting partner for Highmark Inc. during the past three years. Under the direction of Ron Porter, President, CEO, RDP Consulting, Inc., Highmark Inc. has successfully launched a corporate-wide diversity/inclusion initiative.

Mr. Porter and his team provided outstanding strategic direction and high quality organizational assessment through extensive interviews and focus groups involving employees, managers, and senior executives at multiple locations. Our subsidiary operations were part of this initiative.

As the senior executive responsible for human resources and various corporate administrative functions, I would, without hesitation, highly recommend Mr. Porter and his associates for similar projects. His personal involvement, and hands-on approach, along with his high integrity and sound practical advice was instrumental in our success. He is excellent in making the "business case" for the work implemented.

We will continue to utilize Mr. Porter's services in the areas of staffing, team building, cultural integration, organizational development and employee retention to foster an inclusive and diverse workforce at Highmark.

I am available to discuss, in greater detail, my professional association with Mr. Porter.

Sincerely,


S. Tyrone (Ty) Alexander

STA/lm