

Dawn Fontaine
25 Charles Street
Douglas, MA 01516

To Whom it May Concern,

I have worked with Heather Randall since April 2023 – for over one year – in her role at BlackHägen Design. Heather is the main contact for those of us at Ripple Effect Communications. Our three-person team works in a public relations contracting role for BlackHägen.

From day one, I saw how Heather set up a system to keep the BlackHägen team organized. She was proactive and saw the areas where the company could be more **aligned** and communicative with each other. She also had the full support of the company owner, who asked that Heather be the sole point of contact between internal marketing and external PR.

Heather is very knowledgeable on effective marketing programs and put in place solid, measurable email marketing and social media campaigns for BlackHägen.

Heather is very detail oriented and ensures that all writing and other content is clear and compelling – in order share the company's message in the most valuable way. She has been especially cooperative at sharing information amongst our external team.

I would highly recommend Heather for any marketing/communications role.

Sincerely,

A handwritten signature in cursive script that reads "Dawn Fontaine". The signature is written in dark ink and is positioned above the printed name.

Dawn Fontaine

To whom it may concern:

This is a personal letter of recommendation for Heather Randall.

I retired from Florida Hospital North Pinellas, Tarpon Springs, Florida (formerly Helen Ellis Memorial Hospital) in February, 2012, after 36 years of employment. My position at the hospital for final 28 years of my career was Director of Marketing & Public Relations.

In the summer of 2011 hospital administration gave me authorization to add a position within the Marketing Department for a specialist in "digital marketing." This includes web based services such as establishing and maintaining an intranet website as well as internet marketing via external website and social media.

Heather Randall was the most qualified applicant interviewed and was hired to fulfill these responsibilities. She began her duties in early September.

She proved to be a very productive worker and showed initiative, creativity and passion for her work.

The hospital was going through a major computer system upgrade during 2011, including transition to a completely new web based network through its corporate headquarters - Adventist Health System (AHS). The system change resulted in a very large challenge especially in the particular area of Heather's responsibilities.

In spite of networking technical issues and instances of system downtime beyond her control, Heather was able to complete her initial task of building the hospital's intranet site within the established timeframe. During this process, I was very pleased with the cooperative and productive manner Heather worked with the corporate AHS IS and internal IS staff to accomplish the intranet project.

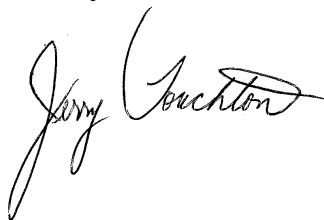
Heather also worked with the AHS corporate IS staff to begin the process of enhancing the hospital's external website and establishing social media presence. She faced some of the same issues of network connectivity with these projects as she had with the intranet. She worked collaboratively through these issues and has been able to help gain internet social media impact for the hospital.

In addition to her expertise in web based services, Heather has very developed skills in creating marketing collateral, such as brochures, display ads, flyers, mailers, etc. During the several months I supervised her, she designed and assist production of these materials, always done in a timely and professional manner.

During the time I supervised Heather, she displayed willingness to go the extra mile by involvement in various hospital community activities and internal special.

I personally recommend Heather Randall as a productive, goal oriented team player. She would be an asset to any organization.

Sincerely,



<p>Jerry Touchton New Port Richey, FL 727-224-3305</p>
--

Note: I am writing this letter of recommendation on my own, not as a representative of Florida Hospital North Pinellas.



DONOVAN
INDUSTRIES INC.

Donovan Industries
13401 McCormick Dr
Tampa, Florida 33626
813-864-5276

To Whom it May Concern:

Heather Randall is a one-stop-shop with respect to Marketing and Graphic Artist/Design. When we first hired Heather our Marketing and Design department was in shambles. Heather walked into the job with so many unfinished projects and new projects that they stacked to the ceiling. Heather stepped into the job, categorized each job, prioritized them in accordance with the senior management, and systematically knocked each one out. Heather's creativity and attention to detail is something I've never seen before all in one person. Normally, I would have a creative person and not such a good organizer or the other way around but Heather really is the full package.

Heather's responsibilities are the full management of the marketing and designing of the complete Donovan ("dawnmist") line to include: sales promotions, sales sheets, marketing research, web design and oversight, product design, catalog design and management. Heather managed the design quality system and built our current data base system itemizing our product artwork and sales promos.

Seeing Heather go will be a bad day for Donovan but I understand her need for more advancement. Heather has a bright future and will be a great asset to any interested company. If the opportunity allows me, I would try and snatch Heather back in a heartbeat.

Sincerely,

Tobi Ferguson
General Manager
Donovan Industries



13401 McCormick Drive • Tampa, Florida 33626-3061
www.dawnmist.com • 800.334.4404 • Fax: 813.855.6569



Quality Management System
ISO 13485:2003

RESIST-A-BAND™



To Whom it May Concern:

Heather Randall and I worked together at Sirion Therapeutics. During that time Heather reported to me and was responsible for:

- Creating a number of speaker program brochures
- Creating speaker materials, including technical slides for presentation at national medical conventions
- Coordinating the speakers presentation and ensuring the speakers where available at the conventions
- Development of various marketing materials
- Development of number of web pages and web materials

I found Heather to be extremely creative and capable. She was able to develop complex materials that where print ready and could be printed within our target budget. She is extremely well organized and can complete large volumes of work in a short period of time. She never missed a timeline, but often went above what was requested by providing additional options for our consideration.

Heather was very good at problem solving and resolving issues on her own.
She has an unbelievable work ethic and can handle a large volume of projects simultaneously.

She works well with other and goes out of her way to include people at the appropriate times. She loves a challenging team oriented environment.

Please feel free to contact me directly if you have any additional questions or would like additional examples of Heather's skill set.

Best Regards,

Dave Cobb

David Cobb
VP of Marketing Sirion Therapeutics
610-762-5390



EDUCATIONAL SYMPOSIA

a leader in continuing medical education since 1975

To Whom It May Concern:

I hired Heather Randall in 2001 to be Educational Symposia's (ESI) graphic designer. It wasn't long before I realized that Heather had much more ability and talent than just a graphic artist. Heather brought ESI into the new millennium by heading up the redesign of our very outdated web site, by introducing email marketing and by implementing processes and procedures to help ensure accuracy of marketing material.

Heather built the art and marketing department into a functioning, well-oiled machine. She was a pleasure to work with. Her dedication and loyalty to ESI were like none I've ever seen in an employee. Everything that was asked of Heather, she accomplished. If she didn't know how to accomplish it, she learned. Heather is always seeking to expand her knowledge.

Any organization would be lucky to have an employee like Heather. She brings happiness, joy and a positive attitude to everyone around her. She demonstrates competence, loyalty and honesty at all times. It is my honor to recommend Heather.

Sincerely,

A handwritten signature in black ink that reads 'Stephen Hunter'. The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Stephen Hunter
CEO
Educational Symposia



The Art Department
Direct Mail Express
2441 Bellevue Avenue
Daytona Beach, FL 3221
904.271.3352

To Whom It May Concern:

Heather Randall was a Senior Graphic Artist under my direction with Direct Mail Express. She is a dedicated, punctual worker who takes great pride in her work, carries responsibility well and is detail oriented. She has shown a high level of application knowledge accented by conscientious quality control and organization skills. A team player, Heather encourages others to do their best, willingly offering her help when needed.

Heather has been an important asset to Direct Mail Express due to her dependability in getting things done. She accepted a combination of rush presentations and/or mockups, as well as long-running projects, without hesitation. In this high pressure, production department, Heather shined above the average employee in attitude. We will miss her input, her production skills, her solid work ethics, but mostly, we will miss her friendly personality.

Sincerely,

Susan M. Schultz
Art Director
DME

To Whom It May Concern:

I have worked with Heather Randall for 10 months in her position as Sr. Marketing Analyst, here at Donovan Industries.

In these short 10 months, she has accomplished so much: from marketing campaigns for a major new product launch to creating sales literature and taking over the labeling process for an entire product line. In the product launch alone, she created a video from storyboard to filming through the editing process. In addition, she has reactivated a dormant company newsletter that has become a much-awaited document by all of the employees.

These are just some of the projects that I am aware of. I am sure that there have been many more.

Her energy and vibrant personality make her a joy to work with. She has a creative sense and makes ideas (seem) to come to life with ease.

She is a loyal, dedicated person who has "gone to the wall" to get the job done many, many times.

I will miss working with her but I truly feel that in the right environment she will go places and do great things.

Should you wish to discuss this further; please do not hesitate to contact me, personally.

Best regards,

A handwritten signature in blue ink that reads "Dennis Cornetta". The signature is fluid and cursive, with the first name "Dennis" and last name "Cornetta" clearly distinguishable.

Dennis Cornetta
1695 Sand Hollow Lane
Palm Harbor, FL 34683
Home: (727) 386-5301
Cell: (603) 759-5623
E-mail: denniscnh@aol.com

*Heather M. Randall
8218 Solano Bay Loop #621
Tampa, FL 33635*

To Whom It May Concern:

I'm writing this letter of reference for Heather Randall to let you know what a truly compassionate, giving and talented person Heather Randall is.

Her work ethics is uncompromised. Heather is extremely organized unlike anyone else I've ever worked with.

Heather is also a perfectionist in everything she does. Attention to detail is crucial in her field and Heather is one of the best!

In 2005 my brother-in-law passed away from a brain tumor. Heather graciously volunteered to put together a beautiful memorial service pamphlet. Heather also took it upon herself to prepare special family photos of my brother-in-law that we could share with everyone who attend his memorial service.

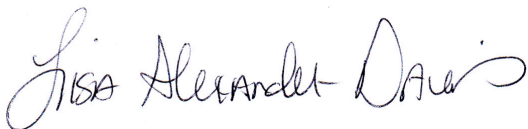
Since my brother-in-law's death, Heather has been the driving force in creating, preparing and printing our Annual Memorial Golf Tournament invitations, cards and newsletter. All of this time and effort by Heather is strictly on a volunteer basis on her part. Heather is always willing and more than ready to do whatever needs to be done to get the job done.

Over the last few years, Heather also volunteered her time setting up and maintaining a Memorial Website in honor of my brother-in-law which is directly linked to the American Brain Tumor Association (ABTA) to list our annual event. All money raised in our Memorial Golf Tournament goes directly to the ABTA 2720 River Road, Des Plaines, IL 60018 and Heather is always a part of our annual event.

If you are looking for someone with a proven professional background in Design and Marketing, Heather Randall is that person.

Heather Randall would undoubtedly be an asset to any company. Heather is experienced and passionate and truly gives beyond what is expected in a person. Quite frankly, she's indescribable.

Best Regards,

A handwritten signature in dark ink, reading "Lisa Alexander-Davis". The signature is fluid and cursive, with a large, stylized initial "L".

*Lisa Alexander-Davis
Clearwater Beach, FL 33767
727-461-9709*



RINALDI
PRINTING

GRAPHIC EXCELLENCE
SINCE 1905

To Whom It May Concern:

RE: Letter of Recommendation For Heather Randall

I am pleased to have the opportunity of providing a letter of reference for Heather Randall.

I have enjoyed a professional relationship with Heather for the past 7 1/2 years. I find Heather to be honest and straightforward in her approach to work, business and family. She demonstrates a high degree of loyalty and trustworthiness to her work, and to her associates.

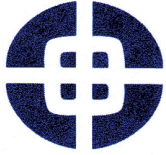
Heather has strong organizational and communication skills ... a winning combination when working on deadline-oriented projects. She has a creative talent and good critical thinking skills that enable her to tackle the most challenging projects with effective solutions.

I can recommend Heather with complete confidence that she will be an asset to any organization.

Sincerely,

Patty Aldrich

Patty Aldrich
Account Executive
813-247-3921



**PROFESSIONAL
TRAVEL®**

To Whom It May Concern:

My professional association with Heather Randall has shown her to be a dedicated professional with a strong work ethic who enjoys challenges, works at a 100% capacity effortlessly and truly loves what she does.

As our Creative Services Director, her skills and capability speak volumes both technically and personally. She has a compassionate, caring personality and is always at the ready to assist.

She would be a valuable asset in any organization.

Sincerely,

Nancy Welsh – Agency Manager & Meeting Coordinator
Professional Travel/Educational Symposia
813-908-6412



Pinellas (727) 531-8957
Tampa (813) 229-8865
Toll Free 1-800-749-5152

www.PrinterUSA.com
CustomerService@PrinterUSA.com

12350 US Hwy. 19 North
Clearwater, FL 33764

To Whom It May Concern:

I have known Heather since May of 2001 when she began working for Educational Symposia, a client of mine who print their material at Interprint Web & Sheet-Fed where I have been employed for 23 years. She has always handled herself in a professional manner and I have always enjoyed working with her. Her knowledge and work in graphic design has been terrific. We never have issues with her work. I would recommend her to any employer.

Sincerely,

Scott Menne
Senior Account Representative
Interprint Web & Sheet-Fed Inc.



**The Quality Printing Choice For
Magazines, Catalogs & Publications**

Heat Set Full Web • Heat Set Half Web • 28 x 40 Sheet Fed • 24-Hour Production • Online Proofing • In-House Mailing

Joe Wisinski
10801 119th St.
Seminole, FL 33778
727-458-8954
jwisinski@yahoo.com

Heather Randall was a student in my Mass Media and Society class at the University of Tampa.

From early in the semester, Heather was a leader in class. She consistently provided insightful comments on the topic at hand and set the example for the rest of the class to follow in class discussions.

Heather achieved the highest grade in the class for the semester. I think highly enough of her abilities to ask her back to my classes as a guest speaker.

Heather is reliable, dedicated and hard working. I highly recommend her for a position at your company. Her work ethic, integrity and devotion to her job will make her an asset to your work force.

Please contact me if you desire more information.

A handwritten signature in blue ink, appearing to read "Joe Wisinski", with a stylized flourish at the end.

Joe Wisinski