

Letter of reference for Scott Bishop

To Whom It May Concern:

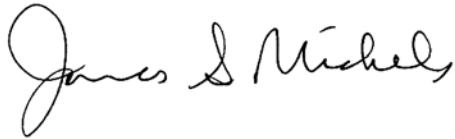
I have had the pleasure of both working with and supervising Scott Bishop during his employment at the Evansville Courier & Press.

Scott was a talented ad designer for our print advertising staff when we recruited him to join the online operation. His desire to delve into new technologies and tools such as Flash put him at the top of our list.

He has exceeded our expectations in his role with courierpress.com. He has handled several complicated issues well, been an advocate for the growth of online operations and added new features that have opened up new audience and revenue opportunities.

I have developed an appreciation for Scott's talents and commitment in our years of working together. It is easy for me to highly recommend Scott for employment.

Sincerely,

A handwritten signature in cursive script that reads "James S. Michels". The signature is written in black ink and is positioned above the typed name and title.

James S. Michels
Internet Director
Evansville Courier Co.

Letter of Reference

December 8, 2009

To Whom It May Concern,

I have been working with Scott Bishop for over 12 years and his positive attitude, talent for graphic design, attention to detail and planning skills are just a few of his great attributes.

At the Evansville Courier and Press, we work in a high paced environment and must adjust as new technology is happening around us. Scott has exhibited on a daily basis the endurance and knowledge to keep up with day to day activities while always enhancing production with upcoming technology and strategic processes to help the department grow and work in a more efficient manner.

I have always been able to delegate worry-free knowing Scott is involved and working with him over the years has always been a pleasure. There is no doubt he will be a great addition to your organization.

Sincerely,

Angela Mulherin
Online Marketing Specialist
Evansville Courier & Press

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KAREN DEBES-GORMAN
CREATIVE SERVICES MANAGER
812-464-7626 FAX: 812-464-7487
Debesk@courierpress.com



January 19, 2010

To Whom It May Concern:

I have had the pleasure of working with Scott Bishop at The Evansville Courier & Press for nearly seven years, five of which I spent as his direct supervisor.

Scott's primary duties have evolved over the years, and his most recent position on my team was as a Creative Coordinator. His day-to-day tasks involved collecting and organizing advertising information, outsourcing it, as well as the regular proofing and releasing processes for retail advertising. His previous positions in Advertising involved working with Real Estate advertisers and with Advertising Agencies submitting artwork to us. He has a broad knowledge base of print advertising and met the needs of our customers.

One of Scott's strengths is his ability to organize difficult projects into manageable tasks. For several years he was the lead coordinator of the Board of Realtors Parade of Homes Magazine—a project the Courier & Press produces, prints and distributes for Board—and it went off each year without a hitch. He has the ability to think critically of established procedures and find ways to improve efficiencies.

Scott has been a dedicated and loyal associate. I have enjoyed working with him at the Evansville Courier & Press, and feel confident he would make a great asset to your staff. If you have specific questions, or would like to talk further about Scott's fit for your team, please feel free to call me at 812.464.7626.

Sincerely,

A handwritten signature in cursive script that reads "Karen Debes-Gorman".

Karen Debes-Gorman
Creative Services Manager
Advertising Department