

To whom it may concern:

My name is Justin Tolman and am currently attending Utah State University. I am a senior and hope to graduate this year in PR/Marketing. I am just ending my 2nd year with the internship program known as College Works. So it is assumed that my first year with the company, and the experience they offered me was a great one!! Although I was able to take away so much from year number one, this year I have once again gone above and beyond my own personal expectations, and the expectations of the company by growing and polishing off my leadership and management skills.

As much as I would like to take credit for myself on my growth and development through out the year, it was mostly from the willingness and patience of the people within the program that worked with me and mentored me to a point where I was self sufficient and confident. I had frequent weekly development meetings, and someone that was always there to hold me accountable to my own personal goals that I set on the week/month. When I hit a wall and thought that I had come to a point where I was no longer able to progress, then that's when the college works culture gathered around me with their support and gave me words of encouragement as well as lots of help in the field proving that my success was going to come and to keep it up.

I learned skills that are all in the field of interviewing, hiring employees, sales, marketing techniques, customer relations, quality control, public speaking, projecting success through a plan and executing it, and much, much more. I was able to make enough money to pay for the whole years tuition, housing, and fun time, as well as invest some, and set a large some aside for savings if needed for anything. I was able to gain a very valuable experience with a large company offering leadership and management skills, as well as earn enough money for any need that would have all this year and the following as well.

I would have no problem recommending College Works to anyone who is willing to put forth the time and effort into overcoming their weaknesses and turning them into strengths, because that's what college works did for me.

Justin Tolman

CWP, Utah