



January 12, 2014

To Whom it May Concern

I Am pleased to provide a personal letter of reference for Nichole Bogarosh. I met Nichole in 2010 when she began working with me in the Registrar's Office at Whitworth University. We worked together until she had to leave the position to complete her doctoral degree in August 2011.

Nichole's excellent interpersonal skills allowed her to establish good relationships with students, faculty, and staff, in her role as academic evaluator. She was always patient with students, giving them caring assistance.

Nichole has excellent written communication skills, and used those skills to help redesign documents and refine correspondence.

On a personal level, Nichole has a caring and supportive personality. She helped several staff members refine papers for their graduate work,

I would not hesitate to recommend Nichole for any position she feels qualified for.

If you have any questions, please feel free to contact me at (509) 777-3261.

Sincerely,

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Lorrie Workman
Senior Academic Evaluator
Whitworth University



The University of Oklahoma

SOUTHWEST CENTER FOR HUMAN RELATIONS STUDIES

Dated: August 11, 2010

To whom it may concern :

This is a letter of recommendation for Nichole Bogarosh who worked for the Southwest Center for Human Relations Studies (SWCHRS) at the University of Oklahoma during the spring 2010 semester. The letter is designed to shed light on Nichole's work, demeanor and characteristics as a professional. I write this in the role of a direct supervisor to her and as the Executive Director for the SWCHRS and that of the National Conference Logistics Center (NCLCConference Pros) at the University of Oklahoma. As an educator and a university administrator for twenty years, I have worked closely with hundreds of students, professionals, faculty and staff. My assessment of her abilities and qualities are based on these experiences and comparisons.

Nichole was hired by the Center as a graduate intern to assist with the work of the Center as well as with that of the National Conference on Race and Ethnicity in American Higher Education (NCORE), this nation's premier conference on race, ethnicity and diversity issues.

Her duties included (but were not limited to) developing a marketing database for the Center and for (NCORE). Early on in her tenure with the Center, the Internship Coordinator left for family reasons and, at my request, Nichole assumed her responsibilities. I would not have made such a request of a new person but I did because of the leadership qualities I noticed and appreciated in her. Her sensitivity to others, her strength as a team player, her capacity for collaborative work, her eye towards leading educational discussions and activities and much more led me to put her in this position. And, I say it without hesitation that she soared, flourished and made us all proud. It is important to note that Ms. Bogarosh did all this as a volunteer. She received course credit for her work but did not receive any financial compensation from us. It is important for me to also point out that after the semester was over and she had received her course credit and moved out to the state of Washington, she did not simply drop the Center's work unfinished. It goes towards this individual's strength of character, work ethics, word of promise and dependability that she continued working for us (without compensation) to complete what she promised she would towards the NCORE 2010 conference in Washington DC. This has amazed me and allowed me to really appreciate the core person. It is unique when I compare her qualities with many that I have associated with over my twenty years of professional work in this nation's university campuses.

Nichole's work as the Intern and Volunteer Coordinator included leading a group of five interns through weekly discussion sessions on issues of prejudice; guide them in putting together a presentation on what they learned in these sessions for the NCORE in DC; serve as their supervisor and as a liaison between them and the SWCHRS staff; coordinate scheduling 40+

volunteers for NCORE in Washington, D.C. who arrived from different universities across the country; develop volunteer paperwork (release forms, sign-up forms, information on duties, etc.); and answer questions from volunteers and their associated organization by email and phone. Additionally, Nichole traveled to NCORE, where she worked at the registration table at the conference, led volunteer orientations, supervised volunteers and interns, and assisted with a variety of other tasks. These tasks were labor intensive, required a strict eye towards details and constant monitoring. While seasoned professionals were losing their composure, Nichole smiled through all of these tasks and never let anyone see the stress she was under. I am truly impressed with her performance!

Nichole is exceptional as a personality and possesses potential to truly enhance the work of an organization that is lucky enough to acquire her as a staff. It is our loss that she decided to move back west because I had already offered her a position here at the Center. But, I understand her reasons for relocation and wish to support this bright and wonderful individual's future endeavors.

Nichole is perhaps one of the most dedicated, dependable and respectful young people I have encountered in my years of professional life on university campuses. She is also one of the brightest, most compassionate and visionary student leaders that I have had the privilege to guide and educate. She embodies exceptional understanding of what a professional should be like and leads by example rather than through lip service. I have great respect for the person she is and who she is evolving into. There is much I can say about her to fill multiple pages of a letter. But, in the interest of the reader's time, I will end the letter here and invite you to contact me if you wish to discuss her abilities and qualities in person or over the phone. I write this recommendation without reservation and wish her my very best.

Sincerely,



Dr. Sumita G. Furlong, Executive Director
Southwest Center for Human Relations Studies (SWCHRS) <http://swchrs.ou.edu/> Conference Pros --
National Conference Logistics Center <http://www.conferencepros.org/> National Conference on Race &
Ethnicity in American Higher Education (NCORE) <http://www.ncore.ou.edu/>
The University of Oklahoma
3200, Marshall Avenue, Suite 290
Norman, OK 73072
sfurlong@ou.edu
Ph: (405) 325-3694; Fax: 405-325-7659

September 24, 2009

To Whom it May Concern:

This letter is my professional recommendation for Nichole Bogarosh. Until recently, I was Ms. Bogarosh's supervisor in her position as Program Specialist, Graduate Admissions, for the School of Education at Gonzaga University. Ms. Bogarosh worked with graduate admissions for a little over two years and during that time I found her to be a dedicated and loyal employee.

During Ms. Bogarosh's tenure, the School of Education went through a reorganization of the Graduate Admissions office which left her without "official" supervision for a period of time. Despite the confusion inherent in these situations, her job performance was consistent and reliable. She made a point of keeping her constituencies in the loop with regard to admission status. She worked to maintain policy and procedure associated with the admissions process, and when confronted with an issue to which there was no clear solution, she was quick to bring it to the attention of someone who had the authority to assist her with an answer.

Ms. Bogarosh brings with her a strong set of skills in communication both verbal and written. A large portion of her position at Gonzaga was devoted to promoting graduate programs to potential students inquiring about graduate degrees. She was very adept at walking students through general program information, admissions processes, and when necessary, connecting the student to a faculty member for questions regarding specific academic aspects of the program. Ms. Bogarosh also brought these skills to bear when working with a range of strong personalities in the School, finding common ground to build solutions for admissions problems, and working with recruiters who live and work at a distance from campus and helping them to feel connected to the School.

I was pleased with Ms. Bogarosh's performance and contributions during her time at Gonzaga. If you find that her career objectives match your position description, I am confident that she would be an asset to your organization.

Sincerely,



Cynthia Smutny
Director: Budget and Graduate Operations

**Office of the
Dean**

502 East Boone Avenue
Spokane, WA 99258-4025
509.313.3489
smutny@gonzaga.edu

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March 12, 2008

GONZAGA UNIVERSITY To Whom

it May Concern: School of Education

I have known Nichole Bogarosh for that past year, during which time she has been the program assistant for the School of Education Graduate Admissions Office at Gonzaga University. Nichole has held reporting responsibilities to me, as a Director at the School of Education

Nichole was chosen for the position of program assistant from among a large number of applicants As soon as Nichole arrived, it became immediately clear that she was an excellent choice for the position. She immediately grasped the job and quickly learned the processes and culture of Gonzaga University. Consequently she has been an excellent ambassador for graduate admissions

Nichole is very competent, and not only learns the job quickly, but sees new ways of doing things and improving processes. She works very hard, has great management skills, and communicates extremely well. Her work involves all aspects of graduate admissions, while also performing front office duties for the Dean's Office. Her job responsibilities include data entry; file management, reporting; hiring, training and supervising student employees; communication; and marketing. She oversees the entire application process for each applicant. Consequently, she relates with applicants, students, staff, faculty and administration. She treats all respectfully and yet with a gentle forcefulness that is, at times, needed in this position. Her attention to individual constituents and their needs is outstanding

Nichole is a good team member and collaborates well. Faculty members seek her expertise in marketing their programs and rely on her to update them on how admissions are going

Nichole will be an outstanding addition to any office. Her excellent combination of office management skills, marketing and interpersonal skills will make her a great asset to any staff. I highly recommend her to you.

Sincerely,



Mary E. Faridnia
Director of the School of Education Data and Assessment Gonzaga
University

Spokane, Washington 99258-0025

Telephone: (509) 323-3594 . (800) 533-2554 . Fax, (509) 323-5821



November 18, 2008

Re: Nichole Bogarosh letter of recommendation

To whom it may concern:

I am pleased to write this letter on behalf of Nichole, with whom I worked very closely at Goodwill Industries of the Inland Northwest (Spokane, Washington), one of 180 autonomous, community-based nonprofit organizations that are members of Goodwill Industries International.

As the then-Public Relations Manager (now Deputy Director of Corporate Communications), I was involved in major projects and activities for which Nichole was responsible. These required effective communications, both oral and especially written, with diverse audiences and participants. I am citing several examples:

Fashion in Bloom, Annual Fashion Show, Luncheon and Sale; a major community awareness event involving volunteer models from among community leaders, business donors, volunteers, and vendors. In addition to being highly organized in planning and implementing the complex event, Nichole maintained excellent communications that were appropriate for each group. Since I had previously recruited the majority of the models, I heard directly from them what a wonderful job Nichole did with the event and in her communications with them.

Experience *the Northwest*, Annual Dinner Auction Party: our major fundraising project involving coordination of items donated by businesses and individuals, continual communication with our Executive Office and staff, the event venue, and sponsors. I had been involved with this event for more than 10 years and found Nichole's handling of it the smoothest and best coordinated.

Other examples that stand out in my mind are working with such volunteer groups as participants in the Community Building Day sponsored by a local university and conducting all aspects of our annual Girl Scouts with Goodwill Donation Drive. As in the examples mentioned above, Nichole's organizational ability were matched by her communications skills,

Nichole Bogarosh Letter of Recommendation
November 18, 2008
Page two

Since joining Goodwill Industries in November 2005, Nichole served as our Special Events and Fund Development Coordinator. She resigned in July 2007 to pursue graduate work and employment at Gonzaga University in Spokane. I wish her well in her future communications studies as she has outstanding demonstrated abilities.

Sincerely,

A handwritten signature in cursive script, reading "Diane Galloway". The signature is written in black ink and is positioned above the printed name and title.

Diane Galloway
Deputy Director, Corporate Communications



GOODWILL INDUSTRIES
of the Inland Northwest

Bobbi Johnson
President and CEO

Goodwill Industries of the Inland Northwest
helps people build independence
through training, education, and employment

June 6, 2008

To whom it may concern

Nichole Bogarosh came to Goodwill Industries of the Inland Northwest (GtIN) in December 2005. Hired as GtIN's Fund Development and Special Events Coordinator, Nichole's energy and attention to detail was critical to the marketing team. Nichole gave 100% each day. Perhaps more impressive than her work ethic was the professionalism Nichole displayed when she offered to continue with GtIN on a contractual basis following her departure, reflecting an uncompromising commitment to a job well done.

A person of many talents, Nichole's greatest strength is her desire to think outside the box and to accept new challenges. Nichole is committed to excellence and will be a true asset in her next career venue. I'm confident she will bring dedication, real-world experience and valuable perspective to any employment setting. I recommend her for any position which requires hard work, compassion and a great attitude.

Sincerely,

A handwritten signature in black ink, appearing to read 'Clark M. Brekke', with a long horizontal flourish extending to the right.

Clark M. Brekke
President/CEO



March 15, 2005

Dear Sir or Madam:

I am pleased to recommend Nichole Bogarosh to you as a prospective employee. I began working with Nichole at People to People Ambassador Programs several years ago. She is a highly skilled individual, and I'm certain you will find her to be a valuable addition to your organization.

Nichole is motivated by the highest standards of commitment to her projects, duties, clients and coworkers. Her responsibilities within our organization required strong marketing skills, excellent written and verbal communication abilities, and superb organizational skills. She handles short timelines and heavy workloads with ease. However, it is her dedication and professionalism that are most important to our clients.

Nichole was in constant contact with professionals from around the world. She demonstrates a combination of creative intelligence and common sense when communicating with highly successful individuals. As a result of her outstanding performance in the office, she was appointed to represent our organization during two exchange programs abroad. During this time she was required to problem solve on a personal level each day while maintaining an even disposition.

Our department relied on Nichole's skill and creativity for a wide variety of projects. She possesses the motivation and self-discipline required to be effective in the workplace, while remaining conscientious to those around her. Her capacity to perform above required levels, with a sense of humor, are appreciated by her many coworkers.

I recommend Nichole without hesitation to you as an outstanding candidate.

Sincerely,

Yvoñne Trudeau

Yvoñne Trudeau
Senior Director, Professional Programs People to
People Ambassador Programs

People to People
International

Kansas City, Missouri, USA

Founder:

President

Dwight D. Eisenhower

Honorary Chairman:

President

George W. Bush

Past Honorary

Chairmen:

President

John F. Kennedy

President

Lyndon B. Johnson

President

Richard M. Nixon

President

Gerald R. Ford

President

Ronald W. Reagan

President

George H. W. Bush

President

William J. Clinton

Program Office:

Dwight D. Eisenhower Building

110 South Ferrall Street

Spokane, Washington

99202-4800 USA

(877) 787-2000

(509) 534-0430

Fax (509) 534-5245

info@ambassadorprograms.org

www.ambassadorprograms.org



1956 - 2006

50TH ANNIVERSARY



People to People
International

Kansas City, Missouri, USA

Founder:

President

Dwight D. Eisenhower

Honorary Chairman:

President

George W. Bush

Past Honorary

Chairman:

President

John F. Kennedy

President

Lyndon B. Johnson

President

Richard M. Nixon

President

Gerald R. Ford

President

Jimmy Carter

President

George H. W. Bush

President

Bill Clinton

Program Office:

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(509) 334-0430

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www.ambassadorprograms.org



1956 - 2006
50TH ANNIVERSARY

February 27, 2005

To Whom it May Concern:

It is with much enthusiasm that I recommend Nichole Bogarosh for consideration by your organization.

While working at People to People Ambassador Programs, Nichole demonstrated not only initiative, but also knowledge and dedication to her work and the people she assists by always having a positive attitude, taking a long-term perspective and approach to solving problems, and garnering support and colleague approval by her excellent work ethic and team-centered attitude.

From 2002-2003, I supervised Nichole in her capacity as a Program Specialist in the Professional Programs Department at Ambassador Programs. I enjoyed working with Nichole and trusted her judgment and decision-making explicitly when she was assigned a task to complete. Her positive attitude and approach not only get the job done, but she enlists the support of those necessary to assist in the completion of the task.

I can say with conviction that Nichole is exactly the type of employee that you are looking for to fill any position that requires an excellent communicator and hardworking team player. She will put forth an honest effort and hard-working approach to any task and will be an asset to the base of clients for any organization. I have no doubt that she will contribute to any organization in a myriad of ways with her unique and broad-based perspective and winning attitude.

The above, combined with her educational background and work experience, lead me to believe that Nichole Bogarosh is an ideal candidate for your consideration.

If you have any questions, or if I can be of further assistance, please let me know.

Sincerely,

Marcia K. Dartley

Marcia K. Dartley
Director, Professional Programs



4001 SW CANYON ROAD

PORTLAND, OREGON 97221 2799

August 3 1, 2001

To Whom it May Concern:

I'm the media relations officer at the Oregon Zoo and I was Nichole Bogarosh's internship supervisor for the past three months. Nichole was one of the best marketing interns the zoo has ever had. She was hard working and a great writer-a nice combination. In performing her duties, she has proven dependable and has been an important contributor to the marketing team. Through her hard work the, the zoo !eceived excglent press coverage, as could be seen from the many press clippings we received throughout Oregon and Washingtori

From the very beginning, Nichole quickly grasped what the marketing team needed. I was continually amazed with Nichole's ability to multitask, while working independently in a very busy and often hectic work environment. She was highly proficient drafting well-written news releases, but what I was most impressed by was her ability to siR through mountains of paper, determine what was important, then draft a quality news release, requiring few, if any, revisions.

Nichole was responsible for writing all 25 summer concert news releases-a monumental task! She personally contacted (without prompting) every daily newspaper in Oregon and Washington to determine who should receive her releases for future publication. Through her diligence, the summer concert series received excellent media coverage. I was most pleased when I saw our stories in unexpected publications such as the *Central Oregonian* in Prineville, Oregon. The newspaper did a nice story on the "Barefoot Diva," one of our lesser known artists. The *Central Oregonian* did not edit the news release-a strong testimonial to Nichole's writing ability. Nichole had a long list of accomplishments in her time at the zoo-too many to list here.

Nichole made the most of her internship here at the zoo. She was an instrumental member of the zoo's marketing team. She is articulate, professional and an excellent writer. I believe Nichole will be an asset to any public relations department.

If I can answer any additional questions about Nicole's time at the zoo, please contact me at 503-220-2448.

Sincerely,

Bill La Marche
Media Relations Director



August 15, 2001

To Whom it May Concern:

I am writing on behalf of Nichole Bogarosh who was an intern in the marketing office at the Oregon Zoo during Summer Term 2001 .

During the time she spent with us, we put her excellent writing and organizational skills to work on a variety of projects. She wrote press releases for our concert series and other programs, developed materials for exhibit opening press kits, edited a newsletter, assisted with data base set-up, organized materials for our employee web site and helped with various other tasks.

Nichole is self-directed, hard working and competent. I recommend her without hesitation and would hire her myself if we had a position available.

If you have further questions about Nichole or her work, please feel free to call me at 503-220-2447 or send an email to hartlinej @metro.dst.or.us.

Sincerely ,

A handwritten signature in cursive script that reads "Jane Hartline". The signature is written in dark ink and has a long, sweeping underline.

Jane Hartline
Marketing Manager



Pacific Northwest Regional Council of Carpenters



*Affiliated with
United Brotherhood of Carpenters and Joiners of America*

Tom Flynn, Regional Manager,
E. Washington, N. Idaho & Montana
West 120 Mission Street • Spokane, Washington 99201 (509) 326-
0880 • 1 888 326-3546 • Fax (509) 328-4436

October 16, 2000

To Whom it May Concern:

Nichole Bogarosh was employed by the Flynn For Congress Campaign from January, 2000 through its completion in September, 2000. We were fortunate to have Nichole on our staff. She is a team player, relates well with co-workers and the public, always dependable and very productive on the job.

We gave Nichole many various assignments throughout the campaign and all of them were completed on time with accuracy.

Nichole will be a welcome addition to any staff if you would like further details, feel free to call me at (509) 326-0880.

Respectfully,

**Tom Flynn
Regional Manager**

**TF:als
OPEIU #11
AFLCIO**