



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**Houston District Office**

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August 29, 2006

To Whom It May Concern:

RE: Christopher Hooper

I am pleased to write this letter of recommendation for Christopher Hooper. He was part of the Fall 2005 academic internship program with the University of Houston. During that semester he worked at the Equal Employment Opportunity Commission (EEOC) for one semester in exchange for course credit. I was his supervisor during his assignment to the Mediation Department at the Houston District Office.

I would like to take this opportunity to let you know that Christopher's work for us was outstanding. While working in mediation, he was persistent in his pursuit of projects and he had an insatiable enthusiasm for challenge. He showed his resourcefulness and creativity by helping to develop various marketing pieces which are still distributed at our many outreach events. His approach allowed us to convey complicated ideas in a very understandable and expressive format that we can continue to use to help the public better comprehend our services.

Christopher displayed a healthy dose of intellectual curiosity while he interned with us at the EEOC. When he observed mediations, he was able to analyze how the mediators and human resource representatives managed the process, all the while gaining valuable employment law knowledge. When he wanted clarification on a topic or process, Christopher conducted informal interviews with me and sought debriefings with four other participating mediators. He also borrowed books from my office library to supplement his research. Additionally, he attended the Annual Labor and Employment Law Update to hear my presentation on How to Prepare for Mediation and Develop Mutually Acceptable Agreements.

In closing, I would like to say that Christopher was very dedicated and responsible. In the days prior to Hurricane Rita, the Commission gave the interns the option of staying home. In a display of initiative outstanding among interns and employees, Christopher chose to come into the office and help with hurricane preparedness. I thoroughly enjoyed working with Christopher and feel that he will be an asset to any organization.

Sincerely,

A handwritten signature in black ink that reads "Deborah Henshaw Urbanski". The signature is written in a cursive, flowing style.

Deborah Henshaw Urbanski  
Supervisory Attorney-ADR Coordinator  
Houston District Office of the U.S. EEOC