



Michele R Thatcher
Chief Counsel,
Global Human Resources

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To Whom It May Concern:

I have had the privilege of working with Regina Burns for almost a year and have been very impressed with her leadership, management and creativity in completing a variety of projects. Ms. Burns was initially brought on to help with a video for our field associates, reminding them to take lunch and meal breaks. She wrote scripts and assisted in the production of the video messaging that was well-received and impactful for our associates. She also assisted in several other communication-related projects including drafting talking points for a webinar discussion with the New York Human Rights Commissioner and producing a communication plan for launching PEP's 2019 Human Rights Report. She prepared online content, assisted in executive-producing a video interview to introduce the Report to our global employees, and drafted talking points for executive leaders to use with their teams.

Regina also took on new challenges by assisting HR teams with COVID-19 responses. In this role, she partnered with local human resource leaders to provide information to frontline associates and assist with return to work-related questions. Her ability to connect with associates and take ownership of resolving issues was noted by the HR team that she supported. In addition, she took the initiative to create templates and other resources; these can help train others in similar supporting roles. Regina's leadership—going beyond expectations and providing a new path for the business to succeed—is an asset.

While working on the employment law team, she helped us build our Yammer communication program to support delivering content to our HR community. In each of these projects, Regina demonstrated her proven award-winning journalism experience, strategic mindset, intellectual curiosity and innovative approach to problem-solving, using collaboration to achieve results. She keeps a positive focus even when roadblocks show up.

Finally, this month, Regina received a certificate of completion for Speed Spanish, an online course. She previously earned a certificate in project management. She is excited about becoming bilingual. Put simply, Regina's proven ability to create and to manage effective/strategic communication programming for senior executives and internal audiences, strong collaboration and growth mindset, are winning attributes for any organization.

Sincerely,

A handwritten signature in cursive script that reads "Michele R. Thatcher".

Michele R. Thatcher
SVP, Chief Counsel,
Global Human Resources