

**LICKING COUNTY**  
**DEPARTMENT OF JOB & FAMILY SERVICES**

JOHN D. FISHER, Director

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**COUNTY COMMISSIONERS**

Timothy E. Bubb

Marcia Phelps

Doug Smith

March 2, 2006

Mr. Cliff Biggers, Director  
Race Relations Research  
745 South Sixth Street  
Coshocton, OH 43812

Dear Cliff,

On behalf of the Department of Licking County Job and Family Services, I would like to thank you for the professional job that was completed by you and your staff with cultural diversity training. Acceptance of diversity is a necessary and mandated core value when working in the public assistance field.

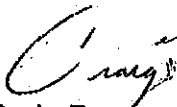
The training was innovative, creative, engaging and effective. The staff were very pleased and informed. A couple of our staff said after the training, they thought the training would have no substance and would be a waste of time. And then they admitted that they were wrong.

As a result of this training, our Agency has organized and volunteers have stepped up to take the subject of cultural diversity to a higher level of understanding.

We are pleased that you have also provided us with after training support to our committee which is a true dedication of what you believe.

I recommend your company to all that inquire or when I have the opportunity to do so. Thanks for making a difference in the community and in our Agency with your work.

Sincerely,



Craig Pope  
Deputy Director - Admin