

To whom it concerns,

It is a pleasure to provide my highest recommendation for Daphne Boston. I first met Daphne when I interviewed and selected her for a Program Manager contract position. Since she began her role in January 2026, I have been consistently impressed by her dedication, technical expertise, and the genuine passion she brings to her work.

Daphne's primary focus involved a complex overhaul of our course matrix, which required her to map extensive compliance regulations against our internal policies. Throughout this process, she demonstrated strong skills in legal and regulatory research, navigating dense material with precision. She took the initiative to perform a comprehensive gap analysis and then synthesized that complex information into actionable reports that provided our leadership team with a clear roadmap for improvement.

Daphne's performance is defined by several key strengths:

- **Analytical Problem-Solving:** She addresses complex challenges with minimal guidance, finding logical and efficient solutions to systemic issues.
- **Meticulous Attention to Detail:** Daphne personally drafted our new course assignment questionnaire, a critical tool that streamlined training assignments and ensures we continue meeting our legal obligations.
- **Exceptional Organization:** She manages large-scale projects with ease, consistently meeting or exceeding deadlines.

Daphne's drive was so impactful that we extended her initial contract by three months to allow her to assist with additional assignments stemming from her findings. She has shown no weaknesses in her professional conduct; rather, she has proven to be a reliable, insightful, and proactive collaborator. I am confident that Daphne will bring this same level of rigor and analytical focus to her future career endeavors. She possesses the intellectual curiosity and work ethic necessary to excel in a demanding consulting role, and I recommend her without reservation.

Warmly,

Stephanie Astrop

Lead L&D Program Manager - EHS Training

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