



July 27, 2013

To Whom It May Concern:

I am honored to provide a letter of support for the Rand & Jones Enterprises Company, Inc.

I have been in awe of CEO, Joan Yang's commitment to her staff and the Buffalo community. I have observed Ms. Yang's direct involvement and care in developing her support staff. She often refers to her staff as her family. This family focus is not just talk, Joan definitely walks the talk. Her investment of time and treasure in her staff has resulted in developing a loyal and professional workforce for the organization.

As Chair of the Cultures of Giving Legacy Initiative (CGLI), a fund of the Community Foundation for Greater Buffalo, led by 20 multi-cultural, multi-ethnic civic leaders of color, I have had the opportunity to witness Joan's "pay it forward" philosophy. All CGLI council members are committed to increasing philanthropy within and for Western New York Communities of Color and creating positive change in the lives of low-income youth of color via access to people, places and experiences that help them achieve positive life goals. Joan serves as a founding Council Member and has given of her time, talent and treasure to implement the organization's mission.

I am very grateful for her contributions in helping the CGLI launch our signature access opportunity, Close Up Washington, DC, a week long civic engagement experience that educates and inspires our young people by providing them with a 'close-up' experience in government and public policy. Students visit the capitol, meet elected officials, participate in policy debates, and have an opportunity to meet students from across the country. Many students have referred to the experience as "life changing."

In addition to Joan's work with the CGLI, Rand & Jones Enterprises Company Inc. has provided tuition for four young family members of her staff to participate in the Close Up experience. What I admire most about Joan's commitment to this opportunity is that she is also providing mentoring to her employees, who are single mothers and guardians to their grandchildren. She does not just provide the funds for the trip but has established a challenging selection process for the students. She works closely with the parents to provide guidance throughout the year and encourage the students to do their best.

Joan's investment in her staff expands beyond professional development and mentoring. Not only does she provide her employees full health and dental insurance, and a pension plan, she has provided experiences that will guide her employees in building a financial foundation for their family.

I have the deepest personal and professional respect for Ms. Yang, and her community leadership. If you have any questions about this recommendation, please do not hesitate to contact me. You can also learn more about the Cultures of Giving Legacy Initiative at www.theCGLI.org.

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