

January 13, 2014



To Whom It May Concern:

It is with pleasure that I write this letter of recommendation for Dave Bauer and ***Sustainable Earth Solutions***. The Buffalo Zoo began working with Dave and his company in 2012 at a time when the Zoo's "Green Team" was floundering in its efforts to organize and work cohesively toward a more sustainable future. As one of the area's leading animal conservation organizations, the Buffalo Zoo has a responsibility to incorporate sustainable practices into our operations and encourage the local community act similarly. To accomplish this, we were in need of guidance and training.

As a result of our ongoing relationship with Dave, in a short period of time we have been able to:

- assemble a dedicated sustainability team comprised of members from a variety of departments across the Zoo.
- establish the team as an essential part of the Zoo by creating an achievable sustainability mission and identity that dovetails with the Zoo's mission.
- understand and utilize research-based models for creative thinking and sustainability to achieve early success in sustainability projects and team leadership.

I strongly feel that one of the most important aspects of maintaining any new initiative is measurable proof of its effectiveness. I greatly appreciated the fact that metrics were woven into Dave's training process. This helped us see that authentic skills and competencies were being achieved by the group. We will continue to use metrics as we proceed with sustainability projects to ensure their success.

Dave's unique facilitation and mentoring style combines a soft, encouraging touch with just the right amount of assertiveness to push the group toward success. He is wonderful at communicating with us as a client. He sets forth clear agendas for training, works with us to tailor sessions, and debriefs upon completion of each phase to gain a full understanding of our status as a group and the success of the training. To ensure our success, he remains in contact with us beyond training phases and is open to mentoring individual group members while they move forward with specific projects.

We look forward to continuing to work with ***Sustainable Earth Solutions*** as the Buffalo Zoo builds competencies in sustainability and achieves success in establishing sustainable practices. I would recommend ***Sustainable Earth Solutions*** to any organization or business interested in pursuing sustainable operations.

Sincerely,

Tiffany M. Vanderwerf

Curator of Education/ Earth Smart Squad team member