



Onondaga County  
Department of Social Services  
Public Health Insurance Programs  
421 Montgomery Street 5<sup>th</sup> Floor  
Syracuse, NY 13202

*David Sutkowy*  
*Commissioner*

*George B. Doohar*  
*Assistant Commissioner*

To Whom It May Concern:

April 30, 2008

During the spring of 2002 I attended a management development training program sponsored by the Onondaga County Department of Personnel. It was an intensive five day program designed to develop individual management knowledge and skills. I have participated in many training programs over my thirty five years in public service but this program was by far the most beneficial. A major reason for this was the instructor, Kathy Howard of the Onondaga County Personnel Department. She was very knowledgeable in the subject matter. She was always prepared and materials she used were very relevant. Her delivery was clear and precise. She encouraged participation and discussion and treated everyone with dignity and respect. She emphasized the practical application of the subject matter into everyday management situations.

This course had special meaning for me as though I had much experience; I lacked more formal management education. I have advanced in my career in public service and I credit much of my success to the practical management knowledge that I learned from this course. Her presentation motivated me to excel and as a result in December 2002 I received a Certificate for Special Achievement in Leadership from Onondaga County Executive Nicholas Pirro.

I am proud and grateful to offer this testimonial on behalf of Kathy Howard.

Sincerely,

George B. Doohar  
Assistant Commissioner