

February 27, 2016

To Whom It May Concern:

Carrie Shoemaker worked in my Admissions and Enrollment team at TCS Education System from June, 2010 until I left the company in June, 2014. Carrie was the Director of Online Enrollment for the Pacific Oaks College's degreed programs throughout that time. She was instrumental in starting up this team and being successful with enrolling students for its first Start in the Spring semester 2011.

Throughout this time period, Carrie grew her team by hiring excellent Admissions Counselors to enroll students in the Online degreed programs for Pacific Oaks College in Pasadena California. The team consistently met or exceeded its goals, growing the overall student enrollment to over 400 students which made up 30% of the overall enrollment for the College. In such a short time period, this was quite an achievement.

Carrie and her team had to work collaboratively with the Admissions and Academic teams at the College in Pasadena, and the Financial Aid, Student Support, and Admissions Operations teams in the Chicago location for TCS Education. This took excellent teamwork and excellent leadership to enroll the number of students into the school's programs. Carrie was passionate about making sure her students that her team recruited had an excellent experience when they started school. She and her team also followed up diligently to be sure they were successful in their pursuit of their degree, and helped solve any issues they may be having.

Carrie is very customer service oriented, and a team player. She will work very hard to make her employer successful, and be sure her team contributes positively.

Sincerely,



Mark H. Griesbaum
Former Senior Vice President – TCS Education System

Current: Managing Partner
Affinity4U, LLC



To Whom It May Concern:

It is my pleasure to recommend Carrie Shoemaker for a position with your organization. Carrie was my direct supervisor as the Online Director of Admissions for Pacific Oaks College at TCS Education System from January 2011- August 2014. With Carrie's mentorship and support, I was promoted from Admissions Counselor to Senior Admissions Counselor, and in my last year with the organization, I was promoted to Assistant Director of Admissions. As Carrie's direct report as well as her colleague in an assistant management role, I have experienced her leadership in several capacities.

Carrie's knowledge of higher education, academic policy and procedure, admissions and sales is unrivaled. Carrie ensures that she is an expert in her field by continuing professional development and self-directed research; she seems to take pride in staying abreast of best practices in the field as well as with changes inside the organization she currently serves and their programs. Carrie has extensive program and product knowledge, which she is skilled in teaching to her employees.

Carrie is committed to her employees and consistently encourages her team's success. She models behavior that employees want to emulate and leads by example through her work ethic and integrity. Carrie has the capability of garnering respect from her employees while maintaining professional friendships.

Carrie inspired me to pursue my career goals, and she continues to encourage me although I am no longer with the organization. Carrie acted as my mentor and personally coached me as I cultivated my professional skills; with her help and guidance, I was able to achieve my goals within the organization. Carrie has been a constant source of support and I greatly value her advice and experience.

Again, I highly recommend Carrie Shoemaker for a position with your organization.

Respectfully,

Lisa Bodnar

Benjamin A. ILL
p. 708-212-1418
bill@allcampus.com

To whom it may concern,

My name is Benjamin III, I am currently an Enrollment Advisor at All Campus and I have known and worked under Carrie Shoemaker for over a year as an Admissions Counselor for both TCS Education System and Pacific Oaks College. As the Director of Online Admissions, Carrie was responsible for monitoring the daily work flow and guiding our team of 3-4 counselors to success. I am writing this letter not only to recommend Carrie for the position but to provide insight into her abilities.

While I came to TCS with over 10 years of sales experience, this was the first position in which I had the opportunity to combine my sales skills with my passion for education and academia. From the beginning, Carrie proved to be a very successful leader, a tremendous motivator, and above all an accessible and knowledgeable mentor. Within the organization, Carrie had earned a tremendous reputation for consistently creating sustained success and building a motivated team of individuals that produced results. As a manager, Carrie encouraged our creativity and allowed us to grow by empowering us to do our jobs and think outside of the box. This not only created a strong sense of team unity and confidence, but also allowed us to grow on an individual career level. From day one she encouraged me to think about my career development and provided opportunities for me to test my skills outside of the sales side of admissions by arranging for me to branch out into different marketing, communications and copy writing projects within the organization.

I've had a number of different supervisors during my career, and what makes Carrie exceptional is her ability to provide guidance and motivation while also holding her team accountable in a truly professional manner. While sales roles always involve ups and downs, Carrie has the ability to remain grounded in the face of soaring success and also create positivity when challenges are faced. In the last three months of our employment at TCS, our teams employment was transitioned from TCS to their affiliate Pacific Oaks College. This change was jarring and less than favorable for our team, which had already been put through a number of changes that had impeded our ability to maintain the successful momentum we had been building during the previous academic year. Despite our teams low morale, an impossible increase in her workload and a shaky employer transition, Carrie continued to build accurate forecasts, maintain a creative and adaptable team culture, and encouraged individual development and growth.

In conclusion, due to her extensive experience, consistent and impressive successes, and truly exceptional leadership and management skills, I would highly recommend that you hire Carrie Shoemaker. She will be an asset to your organization and will provide a lasting impact on those lucky enough to work with her. Please do not hesitate to contact me if I can be of further assistance.

Sincerely,

Benjamin A. ILL, M.A.
Enrollment Advisor
All Campus

James T. Wallace
VP Enrollment Services
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April 16, 2015

To whom it may concern:

I worked with Carrie Shoemaker for approximately four years while at TCS Education System. In her role as Director of Online Admissions for Pacific Oaks College, she demonstrated a keen attention to detail, a good work ethic, and enthusiasm for providing an excellent student experience. She also remained committed to quality student service even during stressful or challenging moments.

During Carrie's time with Pacific Oaks College, several significant changes occurred with program offerings, programmatic accreditation, coursework modality and learning software, bookstore changes, etc. She was able to adjust to such changes and advocate on behalf of the students to ensure they remained successful toward meeting their academic goals, while also striving to achieve our own enrollment objectives.

I recommend that you consider Carrie, and I wish your organization success.

Sincerely,

A handwritten signature in cursive script that reads "J. Wallace". The signature is written in black ink and is positioned below the word "Sincerely,".

James T. Wallace

April 16, 2015

To whom it may concern:

This letter is a letter of recommendation for Carrie Shoemaker. Carrie was my director at TCS Education System. During this time, I reported directly to Carrie as supervisor. She was responsible for interviewing me and providing training and coaching to me during the onboarding process. During this time Carrie was very professional and made me feel welcome to the team and organization.

Carrie Shoemaker is an excellent director and leader of a team. She continuously strives to ensure that the team understands their goals monthly and daily to ensure success. While director, Carrie regularly led the Pacific Oaks College Online Admissions team to success and regularly met enrollment goals. She did this by creating a fun work environment and always ensuring that each team member understood what they needed to contribute to the team's success. She did this by daily, weekly, and monthly feedback, both on an individual level, and on the team level.

As my direct supervisor, Carrie Shoemaker constantly provided me regular feedback to ensure that I met my goals. Carrie is deeply committed to the careers of those around her. Because of this, we met regularly to discuss my career objectives and goals. She strives to ensure that all of her teammates are growing in their careers, and therefore constantly provides learning opportunities at any time available. Some of these include, working on new projects, developing new ideas for the team, or learning about other departments and how they interact with the team and organization. I always felt comfortable speaking with Carrie about any issue that came up both at work and in my personal life that may affect work, as I knew that Carrie always had my team and me in her best interests.

Carrie Shoemaker will make an exceptional addition to any organization and any team that she leads will succeed and grow under her leadership. Carrie constantly continues to raise the standards for herself and always ensures that her team has the tools needed to meet these standards, so that everyone succeeds. I am more than happy to discuss Carrie at great length, so please feel free to contact me with more questions.

Respectfully,

Russell West
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312-623-1100

February 11, 2016

To Whomever It May Concern,

This letter is my personal recommendation for Carrie Shoemaker for a role within your organization. As an Admission Trainer, I worked with Carrie from January of 2012 to June of 2015 at TCS Education System.

Carrie is a dedicated, customer-service focused, highly motivated individual. As a Director of Admissions, Carrie worked hard to ensure that her employees received the nurturing and training they needed in order to excel within their roles and beyond. She worked closely with the training team so that we could develop targeted trainings for her employees. She consistently helped them improve their skills and nurtured their professional growth, more so than any other director I worked with.

Carrie not only managed her team, but also worked with students, navigating them through the challenging waters of the admissions process. She was a staunch advocate for her students and worked closely with the faculty at Pacific Oaks College. Her dedication to her students set a high standard, and she was able to motivate her team so that they all had that same level of commitment.

Based on my experience with Carrie, her dedication, ability to not only manage a team, but work with a team, and her passion for service, I believe she would make her an excellent fit for any organization. I highly recommend her for a position within your organization.

Sincerely,

Alexandra M.J. Siedsma
Customer Onboarding Analyst
PhishMe