



March 31, 2019

To Whom It May Concern:

It is my privilege to share insights and recommend Mr. Albert Demming as an outstanding professional role model. He is a very effective mentor for all teens and especially 'Black' adolescent and young adult males. Mr. Demming is a person of integrity, authenticity and a demonstrated exceptional work ethic. Al is driven by a desire to seek and achieve excellence in all his pursuits. I have witnessed him model this behavior, while teaching and encouraging his mentees to seek and achieve the same.

Mr. Demming willingly shares wisdom learned from previous business ownership and teaches these principles to younger entrepreneurs and business focused mentees. Al has served as a dedicated Board Member, mentor and role model for Rhea of Hope Foundation, Inc. His giving spirit is unmatched! He has mentored, motivated and transformed the thinking, and behavior of hundreds of high school students including at risk, disadvantaged and underserved adolescents on many occasions. His strong belief in and commitment to family values is exemplified in all that he does. He is a committed husband, proud father of three (3) adult daughters and a community and business leader who 'walks the talk' of true servant leadership.

I have observed Mr. Demming as he demonstrated his commitment to building a stronger and more productive community. He has volunteered his leadership at the weekly mentoring sessions of the West Suburban Chapter of 100 Black Men of America for more than 15 years. With his team, he has been responsible for implementing programs that uplift and direct mentee enhanced academic progress and social behavior. He has led the team in identifying and developing many business and community relationships which enhanced their recruitment of professional mentors and motivated increased parental involvement. These relationships have developed into program support for the many financial, business and scholarship opportunities afforded the student mentees in their weekly program.

Finally, he has served as mentor supervisor and sponsor of young, teen male escorts who greet and seat our guests at the Annual Rhea of Hope Foundation Scholarship Luncheon. Due to his mentoring leadership, they have been outstanding volunteers for the past three years. Al and his wife Susan and both daughters have served as volunteers for the Rhea of Hope Foundation Annual Scholarship Luncheon and the ROHF Annual Games Night Fundraiser.

Indeed, there are few who are better committed volunteer leaders or kind human beings. His genuine trusted mentoring impacts and influences the lives of many teen and young adult males, on a daily basis. He holds himself to the highest ideals of service and leadership, having volunteered for numerous organizations, supporting both business and community service activities.

Mr. Demming is a very competent professional who is able to develop and teach, organize and direct curricula. He is an accomplished discussion leader and teacher, who's able to assess the integrity of outcomes. Al is an exceptionally gifted mentor and educator of youth, especially young males of color. Al would be a valuable asset for any program that is seeking to develop, grow, mentor and influence the future success of youth. Finally, Al is an outstanding volunteer and role model whose talents, skills and wisdom will greatly enhance the capability and productivity of any institution or organization.

Mr. Demming will be a valuable asset to your leadership team and I recommend him to you wholeheartedly.

Respectfully Submitted,



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