

November 12, 2007

Admissions Officer:

This letter of recommendation is being written at the request of and on behalf of Ms. Kathryn Purviance. The information disclosed in this letter relates to Ms. Purviance's work performance and job contributions while an employee at Sony Pictures Studios. Ms. Purviance has given her authorization for these observations to be memorialized in this letter. As for the observations, they are my personal opinions and are not intended to represent those of the Company.

Ms. Purviance has been an employee of Sony Picture Studios working in the Transportation department for over one year. The responsibilities of this department include administrative oversight of all aspects of transportation on all Sony Pictures Entertainment related feature films and television productions. Included in those responsibilities are budgetary oversight, internal policy creation and enforcement, as well as interpretation and enforcement of U.S. Department of Transportation and California state rules and regulations.

In Ms. Purviance's time here she has demonstrated a tremendous amount of dedication and discipline in the conduct of her job responsibilities. From the very beginning of her employment here, Ms. Purviance' has shown a keen mind for details. She has demonstrated an exceptional ability to grasp the meaning of obscure legal text and translate that meaning into language that is easily interpretable by the rank and file drivers who report to this department. Ms. Purviance has shown inestimable patience and kindness when interacting with the drivers even in the face of sometimes unkind or emotional employees.

More importantly is the sense of mission and the increased level of professionalism that she has brought to the department. From the very first, Ms. Purviance established herself as a departmental leader. In all her duties Ms. Purviance questioned the process and as a result brought fresh ideas to tired procedures. Many people have ideas but as only a manager can appreciate, Ms. Purviance translated her ideas into actions. A few specific examples of this actionable quality include the following:

- Ms. Purviance took our long established form of oral communication to our project managers and painstakingly transferred that message into a comprehensive written document that is distributed at our new project (film or television) orientations.
- Ms. Purviance has been instrumental in restructuring our Driver Hours of Service audit procedures to streamline the effort without compromising integrity.
- Ms. Purviance has put in untold hours of research, design, and development on an internal website application that would allow drivers to input their own employment information rather than having that work done by clerical staff. In the course of this project, she has fought institutional inertia and, while we have not yet adopted the process, she continues to perfect the application and fight for its implementation.

There are many other examples. However, those details are unimportant to this missive. What is of importance is the observation that everything that Kathryn does is approached from a holistic viewpoint, the process is always questioned, and the question asked is always systemic in nature.

A final note is one of character. In over twenty five years of managing people, I can truthfully say that few if any others I've known have performed at this level. Of equal or greater importance is the caliber of person Ms. Purviance is. She is one of the kindest, most thoughtful, and responsible people I have ever met. I am honored and flattered to write this letter.

Sincerely

James Boysen
Director, Transportation