

September 3, 2019

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To whom it may concern:

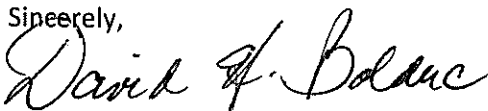
Joe Sorrentino has worked under the heading of Producer/Videographer for Charter TV3 for more than four years and I have been fortunate enough to act as his direct supervisor for the past two years. Joe has a terrific demeanor and friendly nature, which has served him incredibly well throughout some tumultuous periods at Charter, especially over the course of the past year.

He has continually expanded his editing skills by studying tutorials and online classes as well as by taking on tasks that may have been new or brought him out of his comfort zone. Though his title may read as Producer/Videographer, the majority of his time has been spent as an editor. He has tackled both long and short form content. He has assisted with piecing together sports highlights as well as packages for the news. He's also quite experienced at working with different clients to satisfy advertising requests as well; creating commercial spots that both the clients and our station are proud to present.

Due to the size of our staff, we all have to take on a variety of responsibilities and Joe is no exception. He has acted as a camera operator for in-studio programming as well as in the field gathering news, commercial and documentary footage. He also has acted as a backup Master Controller for the entirety of his time at Charter. For the past year or so, we gave him more latitude to work directly with advertising clients out of need and he delivered. He streamlined communication between interested parties and produced solid material.

We have all experienced great change for the last 12-18 months. Not all have accepted this change as well as Joe. He has been gracious and understanding and done his best to improve as an employee anyone would be proud of while satisfying the over-arching desires of our company. Joe Sorrentino would make a great addition to any work environment.

Sincerely,



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