

Dear Graduate Admissions Evaluators,

I'm the Internal Communications Manager at Weyerhaeuser, and I'm writing to strongly recommend Stephanie Rogers for acceptance into your Master of Environmental Studies program.

I've worked with Stephanie since early 2019, when I hired her to write freelance internal news stories for Weyerhaeuser. We publish an internal news story every business day, up to half of which are written by freelancers. Successful freelancing requires excellent time management and also meticulous attention to detail to ensure assignments for each client are delivered on time within their requested style, voice and tone. I've worked with five freelancers at Weyerhaeuser, including three who are past employees, and Stephanie quickly became my most-trusted writer because of her quality work.

She approaches each assignment with curiosity and creativity, which serve her especially well when tackling complex topics such as the accretive value of renewable energy projects in working forests or how artificial intelligence is being integrated into specific parts of engineered wood products manufacturing facilities. In order to complete her writing assignments, she spends hours on the phone with experts at every level of the company, from machinists celebrating 50 years in their role to tree geneticists to vice presidents who are focused on strategy and business opportunities.

To Stephanie, these conversations aren't simply tasks to complete an assignment. They're opportunities for her to network and ask deeper questions for her own personal growth. Her ability to build relationships during these calls not only puts the employees being interviewed at ease, it also makes them eager to speak with her again. Stephanie has shared how she comes away from her writing assignments deeply inspired by what she's learned, which led her to pursue the completion of her Bachelor of Science, and now her Master's degree.

Evergreen State's approach to interdisciplinary courses fits perfectly with the work Stephanie does for Weyerhaeuser, where she's constantly flexing her skills and knowledge to cover topics that cut across business lines, functions, and regions. In many cases, I send her assignments on topics she's completely unfamiliar with, with full confidence she will do extensive research to prepare for interviews and ensure she has a good knowledge base before beginning to write. Stephanie is the only writer I've worked with who can write compelling, easy-to-understand articles no matter the topic or subject, and she quickly learned our internal voice and style. She contributes 5-8 stories a month to our internal news site, which my team and the company's senior

leadership rely on to educate and build connection between employees in the U.S., Canada and Japan.

I cannot recommend Stephanie enough for your program. Her curiosity, positivity, persistence, and high-caliber writing, research and communication skills will serve her well in the program and her career journey beyond Evergreen.

Please let me know if you have any follow-up questions. I'd be happy to answer them.

Sincerely,

Malissa Webber

Communications Manager, Roots News & Employee Resource Groups

Weyerhaeuser

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