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LIEUTENANT GOVERNOR

**State of Louisiana**  
OFFICE OF THE LIEUTENANT GOVERNOR  
DEPARTMENT OF CULTURE, RECREATION & TOURISM  
OFFICE OF STATE LIBRARY

CHARLES R. DAVIS  
DEPUTY SECRETARY

REBECCA HAMILTON  
ASSISTANT SECRETARY

To whom it may concern:

I would like to recommend Tobin DeVille for a position in your company. I have known and worked with Tobin for many years and the skill, knowledge and drive he brought to our project was superior. In fact Tobin's commitment and work ethics were used to set the standard by which the rest of the training and development staff members were expected to achieve.

I am the Information Technology Coordinator for the State Library of Louisiana. Much like FastStart, part of my job is to attract and secure opportunities for Louisiana and its residents by way of funding, technology and training. My team secured an \$11.15 million BTOP (Broadband Technology Opportunities Program) grant, \$8.8 million federally funded. This allowed us to provide over 4,700 classes in Business and Organizational Development, Technical Computer Instruction and Training Skill courses to Louisiana residents.

Tobin rose to be one of our most senior of 15 instructors from both companies hired to deliver courses. He not only managed customer relations with many of our clients he also presented a full catalog of 25 classes. When it became evident additional classes were required or the courseware was inadequate, Tobin was my developer. He created a much needed course for accounting concepts as well as courseware for our Train the Trainer series and professional development courses.

Newly hired instructors had to sit in Tobin's classes to learn the delivery style and understand the purpose of the project before they were allowed to present. He taught them how we wanted to do things, the right way. One of the crucial moments was the visit from federal auditors. I adjusted Tobin's schedule specifically so they would observe his presentation. It was vital the material was delivered to specifically match the requirements laid out in the grant. This was the right decision. We had to put our best foot forward and Tobin was our most trusted representative. Tobin delivered and we past our audit with flying colors. Simply put, you could not find a better representative for your organization.

This project was unprecedented. Tobin repeatedly worked to create more effective processes including a redesign of the project website and improved methods to keep our 90 plus, portable laptops at peak performance. He was truly invested in his work and consistently modeled exceptional instruction, development and management.

With this letter of recommendation I hope to pay-forward the work Tobin provided to us by strongly encouraging you to add him to your staff. I guarantee he will improve your organization as he did mine. I recommend him now and 30 years from now.

Sincerely,

**Bryan J. Babin**  
I/T Coordinator  
State Library of Louisiana