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Bob Citrullo

May 20, 2015

Animal Shelter Services LLC  
12425 West Bell Road, Suite 117  
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Dear Animal Shelter Services team,

The Humane Educational Society (HES) approached Tim Crum of Animal Shelter Services for a shelter evaluation because of his professionalism, reputation, and combined experience in the animal sheltering and fundraising arenas. Before the evaluation, our organization had the need and the passion to move forward but lacked the blueprints to succeed. Tim analyzed every aspect of HES from the ground up and the assessment he produced gave us a clear, concise framework to make positive changes. The HES team highly recommends Tim Crum of Animal Shelter Services for his unique expertise and understanding of the animal welfare industry.

Sincerely,

Bob Citrullo

Executive Director



**Getting to Zero**™