

935 Pennsylvania Avenue, Suite 10190
Washington, DC 20535
December 17, 2014

AFCPE
C/O Michelle Starkey
1940 Duke Street
Suite 200
Alexandria, VA 22314

SUBJECT: Mr. Phillip A. Kennedy Accredited Financial Counselor Endorsement

Dear Ms. Starkey,

It is with great pleasure to provide a letter of recommendation for Phil Kennedy. I have known Mr. Kennedy since 2007, at which time he led an audit team as a Certified Public Accountant (CPA). After several years of transition within the organization, Mr. Kennedy expressed an interest to participate in the Employee Assistance Program (EAP). EAP provides counseling, assessment, and referral services to employees and their family members. A main component of the EAP program includes the collateral-duty employees who volunteer to support colleagues.

Mr. Kennedy's commitment to support others is exceptional. Since 2011, Mr. Kennedy volunteered as an Employee Assistance Peer. Within the volunteer role, Mr. Kennedy advocates for employees to address personal finance matters by facilitating educational workshops and identifying local resources. Through the volunteer peer role, he led numerous workshops including topics like, "Where Did All My Money Go?", "Personal Finance in the FBI," and "Sequestration Preparation." His enthusiasm and patience with supporting individuals is remarkable.

As a fellow Accredited Financial Counselor (AFC), I have great respect for my colleague, Mr. Kennedy, and believe he will be an excellent addition to the AFC community. I highly recommend Mr. Kennedy for an opportunity to exchange talents with others within the personal finance and education arena. Please contact me if you need further guidance regarding your decision at (202) 324-9662 or TarshiaFreeman@ic.fbi.gov.

Regards,

Tarshia Freeman, LCPC, AFC
Regional Program Manager
Employee Assistance Program