

**19 June 2017**

To interested parties

Subject: Reference Artemio Garcia

I have been Artemio's dissertation chair for approximately 18 months and have worked closely with him as he crafted his dissertation. I can recommend Artemio as a strong contributor to any team or organization. He exhibits qualities of leadership and a strong ethical commitment.

Artemio is focused, has a strong work ethic and keeps his commitments. He is a good communicator and clear and concise thinker. His organizational skills are very strong as are his analytical abilities.

Beyond this he is a person that I enjoy working with. Being both positive and caring make Artemio promote good will. I will be happy to answer any further question if needed.

John Hinton MA Ed, MBA, MACP, PhD  
Department of Psychology  
Harold Abel School of Social and Behavioral Sciences  
Capella University  
[john.hinton@capella.edu](mailto:john.hinton@capella.edu)  
Phone 831 419 2193 PST Time zone