



CITY OF BATTLE CREEK
HUMAN RESOURCES

October 29, 2012

Mr. Russell Hayden, CEO
Firefighters ABC's
9315 Braquet Lane
Gilroy, CA 95020

Dear Russell;

We want to thank you for all your efforts in bringing your Firefighters Recruiting Diversity Workshop to Battle Creek. The subject matter, collaboration with the local schools and providing the benefit to other surrounding Fire agencies made the program a real success.

Your program was very informative and will provide us additional tools for working on our diversity efforts. We also appreciated your coordination of having Debra Jarvis presenting additional information on diversity and inclusion. Finally, thank you for working with I/O Solutions on assisting in the sponsorship of the workshop.

Best wishes as you continue working with other organizations.

Sincerely,

Paul Engels, SPHR
Human Resources Manager

Larry Hausman
Fire Chief

Chris Love
Fire Lieutenant
Local IAFF President

C: Ken Tsuchiyama, City Manager
Russell Claggett, Employee Relations Director
Victoria Houser, City Clerk
Civil Service Commission Members
Fred Rafilson, I/O Solutions
Debra Jarvis, Building Bridges of Understanding
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