

## REFERENCES

"Jay Crook is the most talented person with whom I've had the pleasure of working. Jay is an incredible multitasking individual, equally at home with problem solving, system design and coding complex applications as he is with the drawing tablet. In short, he is an expert of the highest degree in a multitude of disciplines. In addition to his amazing work skills, he is very personable and a joy to call a colleague. Anyone looking for a single person who can do it all should look no further than Jay Crook."

**Frank Brusca**, Instructional Technologist - worked directly with Jay at NCR Corporation - fbrusca@otterbein.edu (8/27/09)

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"Jay is one of the most creative people I've ever worked with. Terrific ability to create an idea about how to deploy learning, build the technology to do it, and then publish it very effectively - and of course, with a creative and often humorous twist... I recommend him highly to any organization seeking creative talent in web development or eLearning creation."

**George Brennan**, Global Learning Vice President - managed Jay indirectly at NCR Corporation - gbrennan@mac.com (8/26/09)

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"Jay is that rare combination of a great designer and a highly effective developer. His visual design skills coupled with his knowledge of programming lead to elegant and effective solutions. Jay's exceptional creativity is matched only by his energy and strong work ethic. He is an independent worker and self-directed learner, but he also works well in a team, listening to others and incorporating their ideas into his solutions. In group settings Jay quietly leads by example. I highly recommend Jay for any challenging design and/or programming assignments."

**Verne Morland**, Director/Manager - managed Jay indirectly at NCR Corporation - vmorland@alumni.princeton.edu (8/6/09)

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"Jay has a unique combination of creativity and technical expertise. He is able to quickly take user requirements and provide tools to improve productivity. He also has skills as a graphic artist, which completes his ability to design, develop, and deploy websites. Jay has helped me many times over the years we have worked together, but he came up with one particularly elegant solution when we had to migrate data to another system. He mapped our many worldwide scheduled training times to specific "session templates." I couldn't have done that portion of the data migration without him."

**Leslie Smith**, Learning Consultant - worked directly with Jay at NCR Corporation - lesliesmith1227@sbcglobal.net - (8/18/09)

"Jay Crook is extremely talented, flexible, reliable, efficient, and creative. Jay listens to clients and team members and expands on their ideas to produce unique programming, graphic, and animation solutions that far exceed expectations. It was my pleasure to work with Jay for many years in two organizations. Jay will be a real asset to any organization fortunate enough to add him to their staff."

**Janet Perdsock**, Program Manager - worked directly with Jay at NCR Corporation - jperdsock@rri-usa.org (8/18/09)

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"I had the privilege of working with Jay in the Learning group. We created CBT and WBT for online, web-based training. Jay is an expert in Perl, JavaScript, Flash, etc. He was great at helping me with questions and learning the basics. Jay also created a custom web-based training course software tool. He's very creative, an accomplished graphic artist and an excellent team member. I would highly recommend Jay."

**Robin Cooper-Wood**, Sr. Graphic Artist/Web Developer - worked directly with Jay at NCR Corporation - robin.cooper-wood@teradata.com (8/7/09)

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"I worked with Jay for about 5 years, directly managing him for about 3 years. Jay is very adept at translating business requirements into system specifications and implementing solutions quickly. He contributed significantly to NCR achieving the CIO 50/50 award."

**Pat Alvarado**, Director of Learning Technology - managed Jay at NCR Corporation - pat.alvarado@ieee.org (3/17/06)

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"Jay is incredibly talented as both a software engineer and digital artist. Separately his talents at both are outstanding and he could function solely at either position; collectively, they create a rare combination of talents that lead to some innovative and visually appealing web solutions. He is always able to come up with a solution to any challenge. He is great at automating processes. I still work with several solutions Jay designed and implemented many years ago, I am always amazed at both their simplicity and complexity."

**Rick Palm**, Webmaster - worked directly with Jay at NCR Corporation - rickp23@spro.net (9/22/09)

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"Jay is one of the most innovative people I have ever had the pleasure to work with. He created tools that enabled our team to develop successful rapid e-learning programs way before the term "rapid e-learning" was being used. His creativity, focus, and determination enabled us to become an award-winning training organization."

**Herb Bivens**, Director of e-Learning - managed Jay at NCR Corporation - HBivens@luxotticaretail.com (8/6/09)

*"Jay has incredible talent to craft solutions where none have existed before. He has been able to take loose ideas from conversations and build a solution that is simple, user friendly and brilliant. Between graphic artist and programming capabilities Jay brings together a unique set of skills and unmatched creativity."*

**Darlene Weghorst**, Learning Manager - managed Jay at NCR Corporation - [pclinc@msn.com](mailto:pclinc@msn.com) (2/8/10)

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*"Jay is a great instructor with a wealth of knowledge. I attended a few of his train-the-trainer sessions and learned so much information to help me use the various tools he was teaching. He has an abundance of patience and speaks in a calming voice which made me feel like I could always ask questions. Once the train-the-trainer sessions were over, Jay made it known he was always available via the telephone or email for assistance. Jay's responses to my questions were always quick and to the point which allowed me to be very efficient in my job."*

**Lois Sullivan**, Learning Consultant – worked with Jay at NCR Corporation - [Lois.Sullivan@Teradata.com](mailto:Lois.Sullivan@Teradata.com) (5/11/10)

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*"Jay is not only creative, but very innovative and thinks outside of the box to find solutions. I worked with him as a WBT developer when I was with NCR's Global Learning department. I learned how to use the custom WBT software tools he created for us. He provided outstanding tutoring and support as he taught us to use his tools and then continued to develop more features to meet our requests and suggestions. In addition, he supported and explained any peripheral issues like JavaScript, shtml and so on. He also provided professional and creative graphics for our courses."*

*He is a quiet man who uses words sparingly, but when he speaks his words count. I learned to just be quiet while he thought about the question or problem I brought to him, and within minutes he had a great solution. He is one of the nicest people I have ever had the pleasure to work with. And most important of all, he never made me feel 'dumb'."*

**Donna Spray**, Learning Consultant - worked directly with Jay at NCR Corporation - [donna.spray@teradata.com](mailto:donna.spray@teradata.com) (5/11/10)

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