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CONTEMPORARY ART
PERFORMING ARTS
COMMUNITY MEDIA

January 25, 2013

To Whom It May Concern:

It is my pleasure to write this letter of recommendation for Teale Failla. I have known Teale for over two years as my right hand in managing operations at the BRIC Arts | Media | Bklyn Media Center. Our media center serves multiple functions. We house Brooklyn Community Access Television, four channels (soon to be nine) which broadcast programs created by both members of the Brooklyn community as well as our own in-house professional production staff. Teale not only mentors members of the community with their programs, but she also helps to create our own Brooklyn Independent Television shows both in the studio and in the field as director, technical director, sound mixer, camera operator, lighting tech, and floor/crew manager. Even though she is not part of the Education Department, Teale has become invaluable to that division from teaching field camera, studio and editing workshops to leading 2-hour Orientation PowerPoint presentations for new members of our television community. She also mentors our in house professional producers and troubleshoots technical and aesthetic issues they have from the studio, to field to editing on Avid. Many of our remote shoots such as the *Celebrate Brooklyn!* concert series require long hard hours of technical set-up and crew management, and I can always count on Teale to manage any shoot and crew with the utmost professionalism and ability.

In this capacity, not only has Teale been competent in utilizing the skills and knowledge necessary for such a highly technical job, but she has also demonstrated outstanding leadership skills in managing the in-house staff that she supervises as well as outside freelancers of varying experience and abilities. I depend on Teale to manage all operations at the media center, from master control and transmission, to studio operations, field equipment, media ingestion to playback servers, editing, and staff management when I'm not here. Managing operations at BRIC is a big job requiring a broad skill set and constant supervision and anticipation of possible problems and obstacles. Because of this, Teale has, almost from day one, become self-managed, taking over various parts of operations completely, such as editing, the equipment department, and overseeing our new live show, *Brooklyn Strikes Back LIVE*, so that I may focus more on other departments. She has never so much as had a negative comment on a performance review.

Teale's knowledge, experience and management style has earned her great respect from her staff, peers and superiors. She takes concerns of her staff members to heart while always maintaining a firm hand in implementing policy and delegating tasks. She is constantly finding new ways to streamline operations here so that our systems become more fair and efficient, both to our staff and the community we serve. We are currently in the middle of moving our entire operation to a newly renovated location. We are also expanding our organization to include five more broadcast channels, an upgrade to high definition, a move to a completely tapeless workflow, and a new online media ingest/reservation system. Teale has been chief liaison between our engineering staff and our outside media consultants, facilitating communications, and implementing time-tables and strategies for our relocation and expansion.

I know Teale to be a person of exceptional skill and talent, both on a technical and creative level. She is well regarded by her co-workers and is always willing to put extra time in to produce the best programming possible. She displays excellent critical thinking and troubleshooting skills and I have no doubt she will excel in any position offered her. I highly recommend Teale for any future employment or study.

Sincerely,

A handwritten signature in blue ink, appearing to read "Leslie Hayes", written in a cursive style.

Leslie Hayes
Operations Manager