

WASHINGTON AND LEE
UNIVERSITY

HUMAN RESOURCES

March 17, 2010


To Whom It May Concern,

I am pleased to write this letter of recommendation on behalf of Charon Planning. I was first introduced to Charon Planning while I was working at Colgate University. We went through a competitive bid process and selected Charon Planning to help us manage our health and welfare plans. I was so impressed with their services that I hired them when I moved to Washington and Lee University. I have worked with other benefit consultants and brokers and can honestly say that I have never before worked with a more professional, thorough and cost-effective consultant than the Charon Planning team. Their team approach, designed to deliver comprehensive and personalized service to their clients, is like having an extension of our benefits department in Pennsylvania!

I have managed benefit programs for many years and did not expect that our Charon Planning team would find significant premium savings in our programs – but they did. By taking our plans to market and using their analytical and underwriting expertise, they were able to provide a significant return on investment while improving the overall benefits package offered to our employees. Year after year they are able to negotiate the best possible plan design and pricing for the University and our employees.

I am happy to recommend Charon Planning to anyone who is looking for a consultant to partner with on the administration of their benefit programs. Please do not hesitate to contact me if you would like more information about Charon Planning and their integrated service model.

Sincerely,



Amy Diamond Barnes
Executive Director of Human Resources

Founded in 1749