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To Whom it May Concern,

I am writing to highly recommend Len Hancock as a budget/financial analyst. As Assistant Dean for Administration and Planning, I had the pleasure of working closely with Len on various matters. I can say, with confidence, that he possesses exceptional skills and expertise in financial analysis and reporting including budget forecasting, planning, and development.

During Len's tenure at WVU, he consistently delivered accurate financial reports within established deadlines. His meticulous attention to detail and analytical prowess yielded cost-saving opportunities for the college and allowed us to optimize financial processes. Len has a deep understanding of financial principles and can analyze complex financial data enabling leadership to make informed decisions. An example of this was his cost/revenue analysis by academic program where he demonstrated key skills involving data extraction and consolidation from disparate systems, data cleaning, process mapping, and data visualization. His presentation to our Provost Office staff was impressive.

One of his key strengths is his ability to compile and analyze data from various resources in ways that generate new information to support decision making. Len can convey complex financial information in a clear and concise manner to stakeholders at various levels of the organization. He also fosters a cooperative and productive work environment.

I have been consistently impressed by Len's problem-solving abilities and his aptitude for adapting to changing priorities. He has a strong work ethic, displays a high level of professionalism, reliability, and initiative. Len can tap a variety of systems and databases to create dynamic and useful reporting streams and he keeps current on industry trends and best practices.

In summary, Len is an outstanding Financial Analyst with a proven track record of delivering exceptional results. His strong analytical skills, attention to detail, and ability to work collaboratively make him an ideal candidate for related positions.

Should you require any further information, please do not hesitate to contact me.

Sincerely,



Dr. John Lympany

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