



400 Paramus Road  
Paramus, New Jersey  
07652-1595  
(201) 447-7238  
Fax (201) 447-9042

**G. Jeremiah Ryan, Ed.D.**  
President

July 24, 2008

Mr. Matthew R. Grabell  
CEO  
Employee Relations Solutions, Inc.  
Two University Plaza, Suite 507  
Hackensack, NJ 07670

Dear Mr. Grabell:

Thank you for spending time with us at our Leadership Seminar. Your presentation has contributed to a new and better understanding of discrimination issues at Bergen Community College.

Sincerely,

  
G. Jeremiah Ryan  
President

GJR/mm