

To Whom it May Concern

June 8, 2001

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I have known Frances Chan in both a professional and personal capacity since she began working as the Editor of *Next Music* in January of 2001. In the time we have worked together I have always found Frances to be a hard-working, reliable, self-motivated and talented individual.


Frances excelled in a difficult and demanding role, producing a bi-monthly magazine almost single-handedly. Her management of freelance and internal staff and resources was excellent, and her knowledge of all facets of the production process was an invaluable asset. Her ability to work with management, production and advertising staff at all levels is also noteworthy.

Frances was charged with the task of overseeing the re-design and editorial re-focus of *Next Music*. It was a task she acquitted herself of admirably, working above and beyond the call of duty with a clear vision and a keen sense of detail.

Unfortunately, due to the downturn of the newsstand market and decreasing advertising revenue we have decided to fold the magazine as a regular title and have had to let Frances go.

Frances was a respected and valuable member of our team and I have no hesitation in recommending her for any position she applies for.

Regards


Andrew Humphreys
Publisher

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