

William Kuenning

Executive Director at Military Family Voices

To Whom it may concern:

When I was Field Supervisor for the United States 2020 Census, Terence was a highly valued member of my Field Enumerator Team.

During the entirety of the 2020 Census, Terence differentiated himself as the exemplar of what an Enumerator at the public interface should be.

I should note that the extreme COVID-19 pressures of the times made the interview-access job, of a Census Enumerator, extraordinarily difficult and dangerous at times - due to Covid and people's life frustrations.

Terence immediately proved: he was incredibly detail-oriented, he rapidly assimilated - all levels of the position, had a work ethic second to none, and his integrity and honesty were impeccable. He also showed a rare combination of being easily directed, collaborative and self-directing - attributes required for great field Enumerators but which are all too rare, in today's teams and leaders.

For the 2020 Census, he soon rose to become wholly competent, a great, valued technique and insight contributor, as well as a real champion for the integrity and veracity of the process and the resultant data.

He grasps, to a very high level, sequencing, process, quality control, and stellar communication. He was a superstar for the Census, not because he produced a lot of data, which he clearly did, but rather because, unlike the Census "superstars", his data was always sound and repeatable.

What makes Terence so highly singular and a wonderful Team member is his personable, no-nonsense, honest style. Couple those characteristics with great adaptability, empathy, and humility, and one can see just why he was so stunningly effective at this incredibly difficult job - to do right.

His multilingual skills are quite impressive. He is also a smart communicator/interpreter, because he dynamically adjusts his phrases, as appropriately idiomatic and colloquially familiar. I personally observed him reassuring individuals, in their own recognized style of speech, which opened doors for insight and information. He is not a manipulator, but rather a great communicator.

One key to Terence's unique abilities is his integrity and ability to be humble, focused, and professional -all seamlessly integrated.

I have to say that the Census dropped him into some very difficult situations, and without exception, he collaborated his way through them.

As if those attributes were not enough to make him truly singular, he hates to be idle. Couple that honest drive with his analytical insights, and he is a great contributor to process and quality control development.

I worked well with him - he being both quiet and assertive because, with him, there is never any doubt that he is mission-centric and highly self-driven to the common goals.

I was actually very fortunate to have Terence join my Team after his original Field Supervisor left his Team in the lurch. Many of his original team members simply quit, but not Terence. He actually leaned into the challenge and fought to make it work. He caught my eye for his tenacity, loyalty, and competence. He does not suffer fools, dishonesty, destructive incompetence, or inefficiency.

He is singular, with a highly understated personality. Everyone liked Terence. I liked his kindness and ability to appropriately face down very difficult situations -in process and people.

Terence has a very eclectic, valuable, and integrated skill set. He uses these skills well and flourishes when those around him are competent, empathetic, and honest producers. This man is truly unique and one of the best, self-directing, skilled workers I have met.

I would hire him for such a wide variety of positions - from precision to production, from Management to public interface, from technical to social. He has very high-level multi-lingual and technical skills. I am certain that Terence is a unique resource, the likes of whom most Directors, Managers, and Entities have not experienced.

I can sum up this unusual recommendation like this; Terence is " no brag, just fact".

Terence has my highest, unreserved recommendation.

Kind regards,

William Kuenning
Executive Director
Military Family Voices