



The Catania Consulting Group, Inc.

Integrity, Leadership, Experience...

June 29, 2021

Re: Recommendation of Pablo Muñoz

To Whom It May Concern,

I am Keith Furlong, V.P. & Principal of Catania Consulting Group. I've been involved with the leadership in the City of Passaic as a spokesman for the mayor and city council for over 15 years. It is in this capacity that I first came to know Pablo Muñoz.

I've had the pleasure of working with Superintendent Muñoz over the past eight years. I was impressed with him from our first interaction. I recall a crisis situation early on in our working relationship. A school employee was diagnosed with Hepatitis A and the media was literally circling the school district in helicopters. The media crisis lasted at least a week and throughout the entire time Superintendent Muñoz was thoughtful, smart, encouraging and decisive.

I've seen first-hand Superintendent Muñoz' hard work and commitment to the school children and families in the district as he supervised, guided and motivated students and staff during a transformative time for the Passaic Schools. He is a thoughtful and effective leader who is calm under pressure and creative with his problem-solving skills.

After witnessing his leadership and ability to improve public education for local school children, it was bittersweet to see him retire. The Passaic Public Schools loss will surely be the gain of anyone that gets to work with him moving forward. I would encourage anyone with an opportunity to work with Pablo to jump right in, and in my strong opinion you can be confident that you have retained someone amongst the very best.

Sincerely,

Keith Furlong
Catania Consulting Group, Inc.
V.P. & Principal