



September 24, 1999

To Whom It May Concern:

Bob Lahm has requested this letter from me as a former student of his. I had the opportunity to take a graduate level marketing course through the Keller Graduate School of Management about three years ago. I had the good fortune to have Bob Lahm as my instructor.

Bob was great. He made what was an impenetrable morass (I'm a fuzzy thinking humanist) understandable and enjoyable. I wish I had the opportunity to take another class from him.

In the interim, Bob has kept in touch with me outside of class and I am aware of his recent research-which has broad implications for my profession-and interest in a higher education career. At one point, I even "dangled some bait" for a lucrative position I was trying to fill, and Bob remained steadfast and focused on both his Ph.D. (I am envious), and his chosen career path.

As a Human Resource executive with over two decades of experience in major corporations, part of my job is to assure that the candidate is the right 'fit' within the organization. Based on my experience and personal knowledge of Bob's capabilities, goals, and level of commitment, I would recommend Bob for any position within academia, whether on the teaching or the business side.

If you have any questions, I may be reached at 612.839.3352.

Sincerely,

A handwritten signature in cursive script that reads "Lewis Sacks".

Lewis Sacks  
Human Resources Director  
School Solutions Transitions