

January 2009

Dear Sir/ Madam:

RE: LETTER OF RECOMMENDATION FOR MR. MIKE STERN

As a senior partner in XXX Israel and head of the firm's largest auditing department group, I have been Mr. Mike Stern's direct supervisor for the last three years.

Starting as a Junior Associate fresh out of university and gaining promotion to Senior Associate within two years, Mike is auditing team leader of various private and public companies traded on NASDAQ and the Tel-Aviv Stock Exchange Market in various industries including high-tech, services, and construction. A cellular carrier with approximately \$1 billion in annual revenues, the firm's second largest account was one of the more complex accounts whose auditing process he headed as a senior. To achieve results, he had to successfully combine professional, managerial and interpersonal ability: responsibility included implementation of US GAAP and financial models, participation in tax planning, and performance of analytical analyses. It also incorporated the examining and conducting of compliance tests of internal control issues - an outgrowth of the corporation's large-scale nature and complex billing system, and the adherence to highly intensive review deadlines. Mike had to perform all these functions while leading and coordinating the work of five subordinates and maintaining good client relations vis-à-vis a particularly unyielding client. Consequential to his very successful handling of this account, among others - a result of his perfectionism, attention to detail, and

commitment - Mike has gained the respect and trust of colleagues, superiors, and clients, with the latter approaching him directly with questions and for additional services.

It seems Mike is always on the lookout for new growth opportunities: his natural curiosity and thirst for knowledge drive him to nurture and extend his areas of expertise uncompromisingly. He is well-focused, a fact that has enabled him to acquire accountancy-related proficiency in the fields of his interest: high-tech and communications. His keen fascination with the cellular industry has made him an expert in the field: he possesses a deep understanding not only of the industry's unique accountancy issues but also of the market, network technology, and cellular products and services. In view of his interest in technology, he has asked to be assigned to technology companies, where he gained exposure to new developments and innovative implementations.

Because of his enterprising tendency, I have enhanced Mike's responsibilities to include participation in the firm's marketing department. Here, he has analyzed financial reports, examined tax issues, and – to the company's great benefit - suggested new services contingent upon XXX-worldwide knowledge that he attained independently regarding the operational aspects of relevant industries. Through the designing of Hebrew- and English- language presentations demonstrating the company's cumulative services, he has managed to expand the firm's client base, an achievement for which he has been noted and awarded.

Mike's profound understanding of accountancy issues and solid communication and presentation skills have led me to ask him to join the firm's training team, in the framework of which he lectures firm associates on new principles and standards within the accounting profession. His unusual people skills and his ability to motivate and bring out the best in his subordinates are also the reason I normally assign new employees to him for initial supervision. He is a true role model: he works after-hours to an assignment's completion, is strongly motivated to achieve optimal results, and is in general very demanding of himself. He is popular for the way he livens up dry accountancy issues by pointing out their business implications, and for the business perspective he sheds on results reflected in a company's accounting records.

But Mike is well-liked not only by trainees, but also by his subordinates, colleagues, and superiors who respect him for his professionalism and integrity and enjoy the comfortable work environment he generates. I am always impressed with the ease with which colleagues and subordinates approach him for professional and personal advice. Undoubtedly, his kindness, sense of humor, and optimism explain this tendency, at least in part. Mike has made numerous friends at XXX and actively participates in the planning and realization of events such as dinner parties and trips. Mike is a caring individual, also in a wider, community context. To this end, he partakes in the firm's community volunteer project, collecting food for the needy and assisting children of low socio-economic backgrounds with their homework assignments bi-monthly.

Though I have tried to convince Mike to stay on with XXX, offering him relocation to an overseas affiliate in recognition of his international bias, I am confident he will thrive in the business world while profoundly enhancing it with aggregate of his knowledge, intelligence, and skills, and with his vivid personality. Mike is a natural, charismatic leader, and will undoubtedly contribute greatly to your MBA program. I wish him the best of good luck and will be glad to furnish you with any additional information, if such is required.

Sincerely,

Gad Melek

Senior Partner

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