



VANCOUVER ISLAND
UNIVERSITY

To whom it may concern,

Re: Brook Pearce

This letter of reference is provided to support Brook's employment application to your organization and is based on our working relationship over the three year period that Brook reported directly to me at Vancouver Island University. I am not inclined to provide letters of recommendation for anyone unless an exceptional individual is involved. Brook definitely falls into that category.

In his position as Internship Coordinator/Professor within our MBA program and Campus Career Centre, Brook proved to be an extremely valuable asset to our program, institution, community, field of study, and most importantly, to our students. Brook is very passionate about Professional Leadership/Management and both Human Resource and Policy Development. He constantly demonstrated his dedication to his professional values by empowering and helping develop both his students as well as team members. Brook is truly an exceptionally talented educator and motivator.


Brook provided strong leadership in the development of our department's Operational Policies and Procedures for the Internship model of the MBA program. It is truly to his credit that we have such a highly organized model of experiential learning attached to this graduate program that focuses on personal & professional development. Every aspect embraces these values of Human Resource development while still incorporating the vision and goals of our department and University.

Brook was not the supervisor of his team, he was a leader - a leader who believes in empowerment of the team and thus willingly shared knowledge and authority, assisted and encouraged team members, shared credit in successes & accomplishments, helped everyone develop to their highest capacity.

Bright, articulate, honest, professional, organized, with an eye for detail, Brook is extremely motivated and committed to excellence in his life, education, and community - in my view the most important attributes any employee can have today. All these qualities make Brook an excellent candidate for any management position with any innovative, quality service conscious, value-based organization with human resource development as a core value. I have no doubt that Brook would make a valuable contribution to any endeavour he

pursues and would be a very positive influence to all who are fortunate enough to be in contact with him. Rather than attempting to provide more detail in this letter, I would invite anyone to contact me at 250-740-6426 or by email, at Jim.Ketelsen@viu.ca . I would be pleased to provide more detailed information if necessary.

Sincerely,

A handwritten signature in black ink that reads "Jim Ketelsen". The signature is written in a cursive style with a large, looped initial "J" and a long, sweeping underline.

Jim Ketelsen

Manager, Campus Career Centre and Co-operative Education
Vancouver Island University