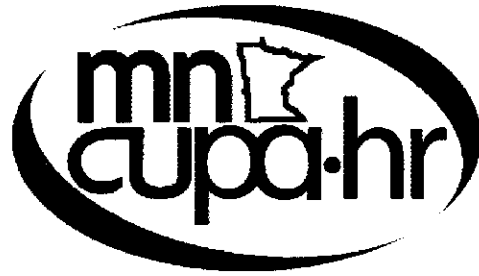


Minnesota College and
University Professional Assn. -
Human Resources

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Dear Dr. Robertshaw:

Thank you so much for your wonderful presentation at the MN Chapter of CUPA-HR's Spring Conference. Our attendees really enjoyed your presentation. Their evaluation sheet comments ranged from

- Very humorous!! Uplifting.
- Very interesting and a nice start to the conference! Thank you!
- Great way to start the conference. to
- Very good presenter - bring him back!

As you wove your message of not taking ourselves too seriously, especially in this time of layoffs and downsizing which is very stressful for human resource professionals, throughout your presentation, your audience was engaged at all times. The laughter, the nodding heads, and the delightful grins were a rare change for human resource folks who usually listen to law reviews, employment statistics, demographic data, financial reports on retirement funds, etc. etc. Because we opened our conference with your presentation, the entire conference seemed to take on a lighter and more relaxed tone.

It was good to see you again, and to discover our common love for bluegrass music! I'm sure I'll be seeing you again at other conferences down the road. Thank you again for a really fun presentation at our conference.

On behalf of MnCUPA-HR,

A handwritten signature in cursive script that reads "Mary J. Millar".

Mary J. Millar
Program Coordinator

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