



U N I V E R S I T Y S C H O O L

Office of The Headmaster

To Whom It May Concern:

Re: Mr. Kevin Graham, Lookout Management Inc.

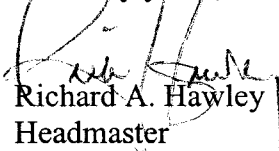
We have worked with Kevin Graham over the last year creating, distributing and interpreting an extensive survey of our most recent graduates (Alumni from 1985 to 1999). The process has been fascinating, affirming things about our school that heretofore we “knew” only anecdotally, and revealing important ways in which we can serve our students more effectively.

Kevin’s greatest quality is that he knows independent schools. He brings his extensive research and analytical capacities to bear with a deep appreciation for independent school culture. Well before we even started drafting our survey, Kevin made himself very familiar with University School by talking extensively with us and by reading literally everything written about our school.

His easygoing manner, keen insight, willingness to be flexible and attention to detail and deadlines made it a pleasure to work with Kevin. Personable and intellectually acute, he managed to imbue the entire process with an ongoing sense of discovery.

I recommend Kevin Graham to you. His work has connected us to our alumni in new and meaningful ways and we will become an even better school because of it.

Sincerely yours,



Richard A. Hawley
Headmaster