

Warsaw January 24 2003

To Whom It May Concern

Dear Sir,

I have the pleasure to write these few words on behalf of Mr. Michal Stankiewicz whom I knew as a professor in a couple of M.B.A. courses and as a Dean at the Center For Management Studies of European University. Mr. Stankiewicz completed successfully all courses of our executive M.B.A. program with excellent grades and obtained his M.B.A. with honors. He was a hard working student and has a very good grasp of theoretical and practical business knowledge. In a couple of business simulations I have been using in my courses, Mr. Stankiewicz showed great aptitudes in putting into practice his knowledge and professional experience to analyze financial and marketing information and using it to design and implement strategies successfully in a company. His communication skills in English are excellent and he is gifted with wonderful people's skills. He has good team and entrepreneurial spirits and seems to evolve with a great ease in a multicultural environment. Through his MBA thesis he showed also a deep understanding of the Airline industry and an a great capacity in designing and implementing innovative marketing strategies for LOT Polish Airlines the company where he was responsible of Marketing Department. I recommend him very strongly for any managerial position open at your company and I'm sure that with his qualitative and quantitative management skills he will prove to be a great asset for the success of the future of your company.

Should you need any further information regarding the content of this letter or the academic achievements of Mr. Stankiewicz, please do not hesitate to contact me, it will a pleasure for me to answer your questions.

Thank you. In the meantime, I remain,

Sincerely yours,

Prof. Mostefa Ider, Ph.D.
Dean

