



Stantec Consulting Services Inc.
2515 A Street
Anchorage AK 99503-2709
Tel: (907) 276-4245
Fax: (907) 258-4653

September 14, 2014

Re: Dr. Frank Jeffries and UAA's Center for Corporate and Professional Development

To whom it may concern:

I've had the opportunity of working with Dr. Frank Jeffries of the University of Alaska Anchorage for more than ten years. Dr. Jeffries created an executive development program specifically tailored to USKH and its business practices, with the goal of developing a succession plan for our organization and growing the second generation of leadership. The program offered classes to senior management, facilitating our corporate transition while at the same time developing our people.

The variety of topics, ranging from organizational behavior to negotiation strategies, helped give us the necessary tools to manage the company in a very competitive business environment. Through that process, as well as other internal training, I was selected to become the President of USKH in 2007. During my term as president, I continued the executive development program for our employees through ongoing class offerings through Dr. Jeffries and the Center for Corporate and Professional Development at UAA.

Our next generation of managers and executives are developing the essential skills for us to carry our organization forward into the future. I strongly recommend UAA's Center for Corporate and Professional Development to any individual and organization that wants to maximize on the potential of its employees and improve its overall performance.

Sincerely,

A handwritten signature in black ink that reads "Timothy J. Vig". The signature is written in a cursive style with a large, stylized "V" at the end.

Timothy J. Vig

President (2007-2014), USKH Inc.