



UPPER IOWA UNIVERSITY
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To Whom It May Concern,

I'm writing in support of Liz Spencer, whom I have known as a friend and a sometimes colleague for over 10 years. I first met Liz while she was in the role of receptionist at our Iowa-based warehousing company. I'm currently Controller, in charge of finance, accounting, human resources, and IT for our 100-person organization. Since an artist's work speaks for itself, herein I will focus on Liz's character traits.

Liz is loyal, hopeful, and honest. You can tell Liz even the craziest of thoughts, to which she'll likely laugh and smile. And, while you won't even be aware of it at the time, she'll in the most caring, kind, and gentle way, deduce the good and bad ideas into two columns and gently guide you to the column which will bring out the best in yourself and others.

Liz is enthusiastic. She and I are currently collaborating on a new photographic art website called [Bluedawn \(www.bluedawn.com\)](http://www.bluedawn.com). Since I'm in Iowa and Liz is in Missouri, we do a lot of writing back and forth in E-mails. Her messages are usually focused, positive, and encouraging. Liz's great attitude about work is infectious.

Speaking of writing, Liz is an outstanding writer. Let me say this again, a bit differently. Liz is better than 95% of student writers her age. I'm someone who knows great writing when I see it, as I've been a college professor, working with adult learners, at Upper Iowa University for nearly 20 years. I have read thousands of student papers. Liz clearly enjoys story-telling, really investing her heart in dialogue with her reader. She has a wonderful, colorful, vocabulary. And a fantastic sense of humor, not only about the world, but also about herself. Liz usually has a clear picture of her role in the world, but when she doesn't, she's not afraid to explore the unknown. In my experience, that's rare, and courageous.

Well, only a paragraph left to explain why you should hire Liz. So, let me just say this. It is a great blessing that Liz Spencer is sitting across the table from you, wanting to work in your organization. You are having a very good day. Carpe diem!

Sincerely,

Larry Herzog, MAE
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