



**Dr. Richard M. Rhodes • President/CEO**

Highland Business Center • 5930 Middle Fiskville Road • Austin, Texas 78752 • (512) 223.7000

October 31, 2013

Regarding Alan R. (Randy) Isenberg

To Whom It May Concern:

It is my pleasure to recommend to you Alan R. (Randy) Isenberg. I have known Randy professionally for several decades and for many of those years was a contemporary of his in several different industries. Those industries include software, financial services, food and beverage, and recreation management. Randy is a consummate sales professional who has built strong relationships with his clients. He has a tremendous work ethic and uses that along with his tenacity to successfully complete tasks. I have also had the pleasure of serving on committees of national trade associations, foundations, and business organizations with Randy. These experiences allowed me to view him as a leader and follower; both of which he did very successfully. In every context I have observed Randy, it is clear that he "gets it" and has the drive and understanding of how to accomplish complex projects with a team or individually. When the going gets tough, you want Randy Isenberg on your team. Any organization would be very fortunate to have him.

I strongly recommend you look at Randy's application favorably.

Sincerely,

A handwritten signature in blue ink, appearing to read "Donald C. Hurwitz", with a large, stylized flourish at the end.

Donald C. Hurwitz, Professor  
Austin Community College Department of Management