



September 24, 2018

Eric Dickerson
Managing Director and Sr. Practice Leader
Kaye/Bassman International, Corp.
6860 Dallas Parkway | Suite 300
Plano, Texas 75024

Dear Eric,

As the dust begins to settle a bit, I wanted to reach out and thank you for your incredible passion, commitment, and expertise in finding us "THE" Founding Dean of the proposed Noorda College of Osteopathic Medicine (COM). Since the first connections with you during our vetting process for an executive search firm, you and Kaye/Bassman International, Corp. (KBIC) rose quickly to the top as the critical partner for this project. Your company's mission, focus on quality, and commitment to servant leadership was consistent with the vision we were creating for the COM and the expectations we set for ourselves. Retaining the executive search firm of KBIC was the gateway to securing a superior Osteopathic educator as founding dean.

It was evident from the start that this search fell outside our area of expertise and you and your firm bridged our knowledge gap with your solid expertise and the personal relationship we forged. You stewarded a skilled team who searched their expansive network for whose next logical step was the dean role and generated a slate of candidate who were of high quality. You used the technology of HireVue to our advantage during the candidate interview process, which facilitated effective engagement of the search committee in the review process a point in time that meshed with their busy schedule. The PDP provided an insight into the potential fit of the candidates and brought clarity and consensus to the committee's recommendation to senior leadership.

Having the search led by a senior partner who matched the level of commitment of our organization and who used a high-touch service approach was effective and appreciated. Through this process, we gained a friend and our executive search firm of choice. You lived up to the Platinum Rule you spoke of "Take the time to get to know the other person and know how they want to be treated and do that."

Thank you, Eric. Respectfully,

A handwritten signature in cursive script that reads "Sandra L. Pennington".

Sandra L. Pennington, PhD, RN
Chair, Founding Dean Search Committee