



09/17/09

To Whom It May Concern:

In my capacity as associate dean for the *University of Phoenix (UOPX) School of Business*, I am frequently called upon to review various instructional tools (e.g., textbooks, simulations, case studies, etc.) for potential adoption and integration into the University's business curriculum.

The UOPX School of Business has worked very closely with Dr. Tony Alessandra and his administrative team to enhance the School's Organizational Behavior curriculum and the undergraduate business students' learning experience with tremendous success. One of Dr. Alessandra's products in particular, the customized DISC® Platinum Rule Online Assessment, has proven to be a very valuable asset to the University's undergraduate business students enrolled in Organizational Behavior. During this time, Dr. Alessandra's organization has been exceptionally responsive to our needs and has gone the extra mile to assist us in providing a behavioral style assessment tool that works for our working student population without compromising the integrity of the knowledge upon which the DISC® is built. They have proven to be professional, collegial, and a pleasure to work with over the last eight years.

It is without hesitation that I write this letter of recommendation for Dr. Tony Alessandra and the DISC® Platinum Rule Online Assessment.

Best regards,

A handwritten signature in black ink that reads "Hal D. Morgan". The signature is fluid and cursive, with the first letters of each name being capitalized and prominent.

Hal D. Morgan

Associate Dean

University of Phoenix, School of Business

UNIVERSITY OF PHOENIX

Academic Affairs

4605 East Elwood Street
Phoenix, Arizona 85040
480 966-5394

*Artemis School of Education, Health,
and Human Services*
Education
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