



**ROSEMOUNT INC.**, 12001 WEST 78th STREET / EDEN PRAIRIE, MINNESOTA 55344  
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James E. Benston  
Rosemount Inc.  
Eden Prairie, Minnesota 55344

September 22, 1981

Bob Laurie - Letter of Recommendation

To whom it may concern:

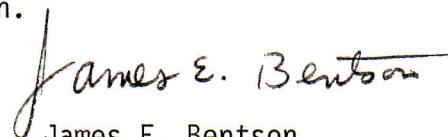
Bob Laurie has worked for Rosemount Inc. under my supervision since June of 1980. During this time, he has been the manufacturing engineer responsible for the test and calibration of our line of mass flow measurement products.

Prior to this time, these products had no manufacturing engineering support so that the primary thrust of Bob's work has been to innovate new test concepts for productivity gains. To this effort Bob has brought a hard to find set of skills in that his mechanical background is enhanced by an active interest in electronic disciplines. Bob has designed functional electronic test equipment and has conceptualized an auto-test system for our flow-tunnel testing facility. This auto-test system will utilize proportional computer control of flow parameters and microprocessor data acquisition, integration and correlation. This project is essential to the future of flow products. Based on Bob's strong technical abilities and his good work discipline, I have full confidence in the success of this long-term project.

In addition to mass flow products, Bob has successfully accomplished the set-up of calibration/test of an Electro-Mechanical Total Temperature Sensor. In this project, Bob displayed a good sense of fiscal responsibility; changing several product design concepts for greater cost effectiveness. This effort was a highly visible project and was for the cruise missile program.

In my opinion, Bob can be best utilized in electro-mechanical technologies doing heavily technical design or research projects demanding a high degree of innovation. Bob is the type who works best when given freedom to conceptualize the means to a given goal.

In personal terms, Bob is easy going but hard-working, deliberate and logical. He is easy to work with and I have enjoyed his work and his company. In the future, I would not hesitate to hire Bob again for a technical engineering position.



James E. Bentson  
Manufacturing Engineering Supervisor  
Electro-Mechanical Air Data Products



Merrimack Valley Works

Western Electric Products

1600 Osgood Street  
N. Andover, Mass. 01845  
617 681-2000

March 4, 1988

To Whom It May Concern:

Mr. Robert Laurie reported to me as a development engineer from May, 1987 to February, 1988. He transferred from the Bell Laboratories to be part of a planning and implementation team for our Factory of the Future. His combined mechanical and electrical skills made Bob a valued team member.

During his stay with me, Bob worked in the following areas:

1. Design of a lightweight, wireless test fixture (patent applied for)
2. Coordination with our internal supplier on prototype fixtures
3. Consultation on a test area automation study
4. Worked as part of a team on the layout and operating plan for the test area.

Bob demonstrated solid design skills, good interpersonal skills, strong written communication skills, and in total, was a pleasure to have in my group.

I'm sure you will find Bob Laurie a valued member of any development or design team. In today's integrated environment, his expertise in mechanical and electrical engineering is particularly desirable.

A handwritten signature in blue ink that reads "Paula J. Fines".

Paula J. Fines  
Engineering Manager  
Circuit Pack Process

:rdw



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AT&T Bell Laboratories

20 Shattuck Road  
Andover, MA 01810  
617 691-3000

February 8, 1988

To Whom It May Concern:

This is a letter of recommendation for Bob Laurie. He was a member of my group at AT&T Bell Laboratories from June 1986 - April 1987. His assignment during that time was as a circuit designer for digital transmission equipment.

Bob demonstrated solid design skills as an electrical engineer as well as a mechanical engineer. This was apparent from the work he did for both T1G-S and Metrobus digital transmission system projects. His primary responsibility on the T1G-S project was to design the Line Interface Unit circuit pack, which processes quaternary data signals at rates of 1.5 MHz and 6 MHz. For the Metrobus Lightwave System project, Bob was the lead engineer for an 18 layer backplane. This backplane was designed for data rates of 45 MHz. In this state of the art design, he used micro-strip technology to route high speed signals. All of his designs worked and were finished on time.

Bob also has strong written communications skills. He demonstrated this repeatedly by thoroughly documenting his work.

A year ago, AT&T Network Systems requested to have several engineers transferred from Bell Labs, to help implement an automation program for one of AT&T's largest factories. Bob volunteered for this exciting project. His combination of electrical engineering and mechanical engineering skills made him an excellent match for this job.

During the time I have worked with Bob, I have found him hard working, conscientious, and easy to work with. I can therefore highly recommend Bob as a design engineer.

Sincerely,

A handwritten signature in black ink that reads "Ove B. Parmlind".

Ove B. Parmlind  
Member of Technical Staff

May 6, 2001

To Whom It May Concern:

It is my pleasure to write this letter of reference for Mr. Robert M. Laurie who is serving as an Instructor of Electrical & Computer Engineering at Michigan Technological University for the last two years. During this period, he has taught courses on EE490A: Web Site Design, EE306: Analog Digital Electronics, EE3010: Circuits & Instrumentation (for non electrical engineering majors) and, EE4272: Computer Networks. In addition, he taught a one-week intensive course on Web Site Design to a group of visiting Korean students and was invited to teach Intermediate Web Site Design at the Korean University of Technology & Education. In the EE3010 course, he had over a hundred students in his classes. Due to Michigan Tech changing from the quarter system to the semester system during 2000-01, he developed all new laboratory exercises for this course. Whenever possible, he has made an effective use of web sites to support his class lectures. On a scale of 1 to 5, students have consistently ranked him above 4 as a classroom instructor.

I have always found Bob to be a very pleasant and a friendly person. He really enjoys teaching and loves traveling all over the globe. I recommend him very strongly for a teaching position in his areas of interest, without any reservation.

Sincerely,



Dr. Ashok K. Goel  
Associate Professor  
Phone: (906) 487-2868  
E-mail: goel@mtu.edu

# **Michigan Technological University**

Houghton, Michigan 49931



College of Engineering  
Department of Electrical Engineering  
**906/487-2550**

May 10, 1990

To Whom It May Concern:

Robert M. Laurie is completing his second year as a full-time instructor in the Department of Electrical Engineering at Michigan Technological University under my direct supervision. He has developed into one of the top teachers in the Department of Electrical Engineering in a relatively short time span. He is one of those fairly unusual individuals who has a great natural flair for teaching. His peer and student evaluations were quite good from the onset and they have improved steadily over the last two years.

Mr. Laurie is bringing more to the classroom than a warm personality and well-prepared lectures. He has been a leader in the preparation of materials for both laboratories and lectures. He is generating notes to supplement the text in one of the classes he is teaching on microprocessor applications. In addition, he plans to evolve these notes into a text on introduction to computer engineering.

It is clear that Mr. Laurie has a flair for teaching and a deep interest in engineering education. I am confident that his academic and industrial background would allow him to succeed in this environment as he has in his present setting. I recommend him for a teaching assignment in this range of endeavors, technology through engineering, without reservation.

Sincerely,

A handwritten signature in black ink that reads "E.K. Stanek".

E.K. Stanek  
Professor and Head  
Department of Electrical Engineering

EKS/hh

21 January 2003

To Whom it May Concern:

I have known Robert Laurie for more than 22 years first as a graduate student and then as a faculty colleague. Bob taught here for three years total in two different periods primarily in the computer engineering area. When he has taught elsewhere, we have kept in touch.

Bob is an excellent, enthusiastic teacher, well-liked by students. However he does much more. He wrote a text for our introductory computer engineering course; the text was quite well done with many examples. He has great initiative and drive and worked hard to improve our computer engineering program, going well beyond the limits of his job. He has always kept up with the fast changing computer field and has developed courses for us, such as one in web design, and has been eager to teach courses with which he is unfamiliar in order to learn topics that are new to him, such as computer networks, in his most recent stint with us.

We would have loved to have him continue but Bob wanted to return to the Pacific.

In addition Bob is a person with very broad interests. His experiences in Germany, New Zealand, Japan, Korea and the Central Pacific have given him a wealth of understanding of people and cultures.

I believe Bob will do outstandingly at anything he undertakes and strongly recommend him for your position.

Sincerely,



Martha Sloan  
Professor of Electrical and Computer Engineering

21 May 2001, Monday

TO WHOM IT MAY CONCERN:

I have known Mr. Laurie since 1985 as a graduate student at Michigan Tech and later as an Instructor in Electrical Engineering.

For the current academic year 2000/01, Robert Laurie's primary focus was the course EE3010, Introduction to Electrical Engineering for non-departmental undergraduate students in engineering. This year Michigan Tech University converted to semesters from trimesters. Mr. Laurie created a course under the new format, teaching key concepts from the trimester equivalents of 6 credits of lecture and 2 credits of lab, and create a close to equivalent course utilizing 2 credits of lecture and a 1 credit lab. This course was the pre-requisite to my BioInstrumentation course

When Mr. Laurie took over the responsibility of teaching this course, he organized meetings to discuss requirements with faculty that teach the follow-up courses. He developed a completely new course, including lab exercises, a custom book, computer simulations, and an online learning tools.

This academic year Mr. Laurie taught 375 students in EE3010 and 50 students in EE4272 Computer Networking. Even with such large sections and few credits, he was able to teach the concepts far better it would seem than the previous instructor or courses. I noticed marked improvements in the backgrounds of students who took the new course from Mr. Laurie than the ones who took the trimester equivalent. Furthermore, students spoke highly of him as well as his teaching style, educational materials, and knowledge. I think having a mechanical engineering undergraduate, he was able to relate to the conceptual difficulties of electrical engineering, and explain them to the students with ease.

A member of my family attended some of his lectures on web page design, and she did also speak very highly of his teaching abilities as well as the technical strength. He was also very interested in finding out about the outcome of his activities. He did repeatedly inquire about the success rates of his students in advanced courses, and asked what he could do further improve their learning.

I believe Mr. Laurie is very committed to teaching, and he is a very good teacher. I also think he has a strong engineering background, and a solid understanding of computer technology. Therefore, I encourage potential employers to give the due consideration to his application for professional employment.

Best regards,



Orhan Soykan, Ph.D.

21 May 2001, Monday

TO WHOM IT MAY CONCERN:

I have known Mr. Laurie since 1985 as a graduate student at Michigan Tech and later as an Instructor in Electrical Engineering.

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Best regards,



Orhan Soykan, Ph.D.



UNIVERSITY of MARYLAND UNIVERSITY COLLEGE  
*Asian Division*

09 December 2002

To Whom It May Concern:

I am pleased to recommend Mr. Robert Laurie for a teaching position with your institution. Mr. Laurie had taught as a full-time faculty member for the University of Maryland University College Asia since January of 1997. I have been his immediate administrative supervisor since August of 2001, when he joined the teaching staff in Japan.

Mr. Laurie has a broad range of teaching approvals in both programming and information systems management. These courses range from the introductory to the advanced undergraduate level. Examples of courses taught include IFSM 201 (Introduction to Computer-based Systems), CMIS 102 (Problem Solving, Algorithm Design, and Programming), IFSM 310 (Hardware and Software Concepts), CMST 385 (Internet: A Practical Guide), IFSM 410 (Database Concepts), and IFSM 450 (Telecommunication Systems Management). Consistent with our scheduling in Asia, he has offered these and other courses in an intensive format, with the academic terms running 8 weeks at a time. He has taught 2 courses per term, and 8 courses during an academic year.

As an instructor, Mr. Laurie has considerable strengths that include his strong background in computer technology, his ability to teach an often-difficult subject matter well, and his concern for his students. I have observed Mr. Laurie in class and have been impressed with how well organized he is and how adept he is at conveying his material. It is clear that he maintains academic standards that are appropriate to university courses, which he matches with a willingness to spend as much time outside of class as needed to assist his students. I am not surprised that his course evaluations, which are extremely positive, reflect his professionalism and dedication.

Administratively, Mr. Laurie has been very responsive. His syllabi are always ready prior to the start of class, and he is timely in reporting grades and meeting other administrative requirements. He has been especially helpful in planning the course schedules at the various locations at which he has taught, helping me gauge where students are in their programs and what they could best use in their curricula at a given point in time.

We had been pleased to have Mr. Laurie on the faculty and in fact awarded him the rank of Associate Professor last year in recognition of his work in the classroom. I am sure that should Mr. Laurie teach for you, you would be equally pleased.

If I can provide further information, please do not hesitate to contact me.

Sincerely,

Greg von Lehmen, Ph.D.  
Director, Japan Area Programs  
gvonlehmen@ad.umuc.edu



## UNIVERSITY *of* MARYLAND UNIVERSITY COLLEGE

### *Asian Division*

18 MSS/DPE  
Unit 5134, Box 40  
APO AP 96368-5134

DATE: January 10, 2003

TO: Whom It May Concern

I am very pleased to write a letter of recommendation for Mr. Robert Laurie. I have been the Coordinator for Computer Studies, the Director of Distance Education and have been associated with Bob as an administrator and faculty colleague for the last five years. I am most familiar with Bob as a faculty member for the Computer Studies Discipline, and as one of our Distance Education faculty members. In these areas, Bob was consistently rated among the best in his field of expertise and rated among the highest as a Computer Studies faculty member for UMUC - Asian Division. Bob's primary area involved Web Design, but was fully capable of teaching many of our Computer Studies classes.

Bob is an effective and dedicated instructor. He consistently receives positive evaluations from his students. This proves that he is genuinely concerned and involved in providing the best education to his students. Bob's subject area knowledge is exceptional but his people skills were most valuable in establishing positive and productive learning relationships with his students.

I know from personal experience that Bob is a highly dedicated professional on all relevant criteria: dependability, people skills, self-starting, self-improvement, attention to detail, and perseverance. He is highly respected by the administration, fellow faculty members, and the support staff throughout UMUC - Asian Division.

If I can provide additional information, please contact me at: [bbrever@ad.umuc.edu](mailto:bbrever@ad.umuc.edu)

  
LeRoy J. Brever  
Distance Education Director  
UMUC Asia



**Tennessee Technological University**  
Department of Electrical Engineering  
Box 5004 • Cookeville, TN 38505-0001 • 615-372-3397  
FAX: 615-372-3436

9, March 1996

To whom it may concern:

I am writing this on behalf of Mr. Robert Laurie. I have been acquainted with Mr. Laurie for seven years as a colleague in the teaching profession, and as a friend since then. Bob Laurie has been very successful teaching undergraduate electrical engineering courses at Michigan Technological University.

Bob is a very hard working and conscientious individual, who during his employment at Michigan Tech, has demonstrated an immense dedication and commitment towards his profession. Bob has made significant contributions and improvements in the computer engineering option of the EE program, through upgrading courses and preparing valuable text material. His text manuscript has benefited over 1000 students going through the introduction to microcomputers course.

Bob is a very good and talented teacher, who has a very effective teaching style and knows how to motivate students. His excellent teaching evaluations reflect students' appreciation of his work and contributions.

Personally, Bob has an exemplary character. He is very responsible and has good communication skills with students and co-workers alike. He is courteous, friendly, dependable, and organized.

In the light of my knowledge of the applicant's capability, skills, and potential, I have no reservation in recommending him and feel certain he will be an asset to your university or company.

Sincerely,

*E.T. Ososanya*  
Dr. Esther T. Ososanya  
Assistant Professor of Electrical  
and Computer Engineering.



## UNIVERSITY of MARYLAND UNIVERSITY COLLEGE

### *Asian Division*

18 MSS/DPE  
Unit 5134, Box 40  
APO AP 96368-5134

DATE: January 10, 2003

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If I can provide additional information, please contact me at: [bbrever@ad.umuc.edu](mailto:bbrever@ad.umuc.edu)

  
LeRoy J. Brever  
Distance Education Director  
UMUC Asia



**NORTHERN MARIANAS COLLEGE**  
Office of Human Resources  
P.O. Box 501250 CK, Saipan, MP 96950  
Phone (670) 234-5498 Fax (670) 235-3696  
Email: [HRO@nmcnet.edu](mailto:HRO@nmcnet.edu)

January 30, 2009

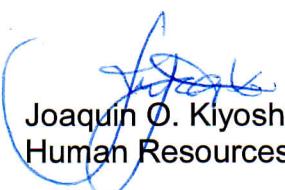
**Certification of Employment**

This is to certify that Mr. Robert Laurie was employed at the Northern Marianas College as the following:

**Instructor, Computer Applications: 8/9/05-8/29/08**

This certification is issued to Mr. Laurie and is provided for whatever purpose he may choose.

Sincerely,

  
Joaquin O. Kiyoshi Jr.  
Human Resources Office



March 25, 2009

To Whom it May Concern

Re: Letter of Recommendation for Robert Laurie

Dear Sirs/Madams:

I am writing this letter of recommendation to support the employment application of Mr. Robert Laurie. I have known Robert since Fall 2006 when I was transferred into the Business Department at Northern Marianas College from the Small Business Development Center. One year later, I became the Business Department Chair and served as such until December 2008, when I retired from Northern Marianas College. I currently serve as Branch Manager for StayWell Insurance Company in the U. S. Commonwealth of the Northern Mariana Islands (CNMI).

Robert was an excellent Computer Science instructor with the ability to teach difficult computer courses. Robert taught courses covering a wider range of content in computer technology that included: Web Site Design, C++ Programming, Java Programming, Introduction to Programming using JavaScript, Microsoft Office, and Keyboarding at Northern Marianas College. Students had a high regard for his knowledge and professionalism. In addition to teaching courses, Robert volunteered to serve on several College committees, served as the advisor for students pursuing a Computer Applications certificate or degree, participated in extensive course, program, and institutional review and assessment, and created and revised course guides. After only one semester at NMC, he took the initiative to develop a Computer Curriculum Reform Plan to update all of the computer courses in the Computer Applications degree program. During his second semester at the College, he began to utilize Moodle, an open-source course management system, to teach his classes by hosting the material on his personal web site for the students' benefit. In his second year at the College, he developed two instructional computer labs that utilized disk imaging to ensure that all software was equivalent on student computers, which greatly improved the reliability of instructional computer laboratories. Robert also contributed to the NMC Information Technology Plan and wrote the strategic goals and objectives for developing a distance education program at the College.

Overall, Mr. Robert Laurie is a very conscientious and dedicated educator. His service to the College for three years was exemplary. Without any reservations I can recommend Mr. Laurie as a faculty member or information systems specialist for your organization. If you need additional information please feel free to contact me at (670) 323-4260 or by email at ericplinske@yahoo.com.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Eric L. Plinske".

Eric L. Plinske  
Branch Manager

Adrian Atalig, Director IT  
Northern Marianas College  
P.O. Box 501250  
Saipan, MP 96950

March 8, 2009

Re: Letter of Recommendation for Robert Laurie

To Whom It May Concern:

I am writing this letter of recommendation to support the employment application of Mr. Robert Laurie. I have known Robert since Fall 2003 when he was my professor at University of Guam during the academic year 2003-2004. I enrolled in is CS202 Programming 2 and CS315 Database Design courses. He was an excellent Computer Science instructor with the ability to teach difficult course content in an easily assimilated matter. He does this using his own code examples utilizing PowerPoint and his web site. At the time I was a Network Specialist at Northern Marianas College and was sent to University of Guam to obtain my Computer Information Systems degree.

I persuaded Robert to consider a career teaching computer classes at Northern Marianas College at Saipan in the Northern Marianas Islands which he began in August 2005. Robert taught courses covering Web Site Design, C++ Programming, Java Programming, Introduction to Programming using JavaScript, Microsoft Office, and Keyboarding. Students regarded him as a very knowledgeable and professional. He did far more then just teach as an instructor. After one semester he created a Computer Curriculum Reform Plan for updating our courses and degree programs. His second semester at the college he began to utilize Moodle to teach his classes which he hosted on his personal web site and continued to use to this day. The second year at the college he developed two instructional computer labs that utilized disk imaging to ensure all software was equivalent on student computers and greatly improved the reliability of instructional computer laboratories. In addition to teaching a full load of classes the third year he did the program review and assessment of the computer programs at the college. He also contributed to the Information Technology Plan and wrote the strategic goals and objectives for developing a distance education program at the college.

I became the IT Director at Northern Marianas College in 1997 through Robert's encouragement. I was hoping he would join our IT team and help us develop the learning technology infrastructure to support distance education.

Overall, Mr. Robert Laurie is a very conscientious and dedicated educator. His service to the college for three years was exemplary. Without any reservations I can recommend Mr. Laurie as a faculty member or information systems specialist.

If you need additional information please feel free to contact me at (670) 234-5498 ext. 1833 or by email at [AdrianA@nmcnet.edu](mailto:AdrianA@nmcnet.edu)

Sincerely yours,

A handwritten signature in black ink, appearing to read "Adrian Atalig".

Adrian Atalig, Director of Information Technology