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To Whom It May Concern:

For the past 3 ½ years, it has been my pleasure to work along side Larry Bangs in his role as Director of Culinary School of the Rockies.

Larry and I (along with the owners and the rest of the staff) collaborated on a number of significant changes to the business. Many of these changes were instigated by Larry and came about under his capable leadership.

Culinary School of the Rockies grew and matured under Larry's Directorship. We now have a strong, capable staff of people who work well as an overall team and produce consistent results. Larry also worked hard to improve the profitability of the school and helped us make great strides in that area.

Larry is a good leader. While he was at CSR, he was always accessible, always listened and considered input from everyone involved and stayed cool "under fire." As with any small business, we have had our share of challenging moments. Larry met them all with a combination of confidence and intention to find the best possible solution.

I respect Larry's decision to return to his coaching practice. He will be missed.

Sincerely,

Karen Barcla
Assistant Director
Culinary School of the Rockies