

Duane Andrews
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To Whom It May Concern:

I am privileged to write in support of one of my best students, Haris Benabdeljalil. Haris studied in my classrooms for three subjects while completing the ISG MBA Program at Baruch College, City University of New York (CUNY), during which time I witnessed his tremendous growth and development. This development came not only in the areas of business achievement and leadership, but in maturity and character as well.

Haris has taken the following three classes with me: *American Management & Leadership*, *Organization Systems - Leveraging for Sustainable Innovation*, and *Conflict Management*. In each of these classes Haris lead by example and his classmates found his enthusiasm and dedication both inspiring and motivating. As part of many experiential teams, Haris worked hard to build authentic relationships with his classmates. His efforts helped to create a more interactive and productive classroom.

His temperament, intuition, resourcefulness, and ability to see a project through really helped make his team presentations distinctive and successful. I believe Haris exhibits many of the qualities that are essential to successful graduate students, business managers and organizational leaders.

During his time in my classroom, he was an extremely effective communicator, often serving as my liaison to his classmates. He also coordinated projects involving numerous teammates; his ability to work collaboratively while guiding the project quickly and effectively was outstanding. It is my strong belief that Haris will represent your institution with distinction, humility, purpose and passion once given the opportunity.

I recommend Haris with absolute confidence. He has made me proud, as his Professor and Advisor, and I am sure will continue to do so as he grows in your organization and beyond.

Sincerely,



Duane Andrews MBA

Environworks LLC,
Adjunct Professor,
Baruch College, CAPS, City University of New York