

## **CONFLICT PROS**

---

*Conflict is inevitable – the cost is not.*

TO: Whom It May Concern  
From: Woodrow W. Colbert, J.D.  
RE: Ryan Spevack  
DATE: June 27, 2005

I have known Ryan Spevack for three years, first as a student at the University of Advancing Technology and later as a business consulting client at Conflict Pros.

Mr. Spevack is one of the brightest, most research oriented students that I have had the pleasure of instructing. His work was always thoroughly researched, highly organized, well written and timely submitted. His enthusiasm for learning and energetic nature was highly contagious and contributed much to the learning experience of his fellow students.

Mr. Spevack has demonstrated an impeccable work ethic while obtaining his undergraduate education. He managed multiple priorities to complete his independent film projects, such as traveling, managing the resources concerned with the project, including securing funding and equipment while maintaining communication with his instructors to complete assignments within allotted timeframes. He had demonstrated a fundamental awareness of business and entrepreneurial ship that exceeds his years.

I am certain that Mr. Spevack will contribute positively and be considered an asset to the organization.

Sincerely,

Woodrow W. Colbert, J.D.  
[Wcolbert@cox.net](mailto:Wcolbert@cox.net)  
480-726-7780