



LINDENWOOD
UNIVERSITY

June 29, 2020

To Whom it May Concern,

I enthusiastically endorse Chris Duggan for employment at your organization. As Vice President of Human Resources at Lindenwood University, I have known Chris since 2008. Over his long-serving tenure of almost 14 years at Lindenwood, Chris consistently exhibited important qualities sought by any organization – he was a hard-working team player committed to workplace excellence.

I appreciated Chris as a valued Lindenwood colleague not only for his outstanding work ethic but also for his great sense of humor. While at Lindenwood, he served in various PR, media relations, and internal and external communications roles, each increasing in responsibility. Chris can concisely communicate via various platforms, styles, and tones, and his detailed skill is evident in his superb work. He was also an effective leader who directed several communications teams in promoting the services of the university under a unified image and consistent community presence.

As Public Relations Coordinator, Chris taught a college-level Applied Public Relations course, further honing his leadership and communication skills. As Interim Director of Marketing and Communications, he responsibly oversaw an advertising budget of \$750k. And, most notably, as Director of Communications during the COVID-19 pandemic, Chris excelled in the uncharted territory of a new breed of crisis communications, keeping the entire campus and surrounding community informed regarding Lindenwood's pandemic response and protocols.

I highly recommend Chris based on his strong communication and leadership skills. I have no doubt you will find him to be a key employee on any project he devotes his expertise to. If you need any other insight as to why I so strongly recommend Chris, please don't hesitate to contact me at 636.949.4405 (office) or Dayres@lindenwood.edu.

Sincerely,

A handwritten signature in blue ink, appearing to read 'DA', with a long, sweeping flourish extending to the right.

Dr. Deb Ayres
Vice President, Human Resources
Lindenwood University

Real Experience. Real Success.

Lindenwood University / 209 South Kingshighway, St. Charles, MO. / 636.949.2000