

The Episcopal Academy

Elizabeth C. Speers
Assistant Head of School

December 13, 2006

Mr. Kevin Graham
Lookout Management Incorporated
23 Chestnut Hill
London, Ontario
N6K 4J5

Dear Kevin,

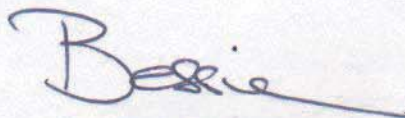
I would like to thank you for your expertise and services over the past year. You have provided our Management Team with tools and a lens we never had before. Thanks to you, we have been able to look at ourselves, our departments, and our overall goals in a more reflective manner, devoid of judgment or territorialism - something not always easily accomplished in schools. From the very beginning, you took the time to meet with us, explain what we could expect, and get to know the school culture. You tailored the survey to our needs and yet guided us with expertise based on having done this work in many other schools around the country.

Your work provided us with the beginning of what has become a school wide dialogue involving parents, faculty, and administrators. People have enjoyed being able to cross tabulate the data in ways specific to their areas of interest.

You care about schools and you have a fascinating mind. Your expertise is, without a doubt, one of the most powerful ways to affect mission based change within a school culture. Your work unlocks a means to stretch a community to be more of itself and even to become better than it already is.

We thank you for your time and work with Episcopal Academy on both our parent and alumni surveys.

Sincerely,



Elizabeth C. Speers
Assistant Head and Dean of Faculty