



Joe Girdner

Human Resources Director
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To Whom It May Concern,

I am writing this letter of endorsement for Keith Lewis' new business venture, Modern EducateHR, LLC. I have had the privilege of working closely with Keith for the past nine years, and I can confidently assert that he is an exceptional leader whose dedication to education and proven leadership skills make him an ideal consultant who can assist your organization.

While serving as Principal at Douglas High School and later as the Human Resources Director for the Douglas County School District, I had the privilege of witnessing Keith's outstanding performance. He served as the Executive Director of Human Resources before I took over, and was later appointed as Superintendent of Schools. Throughout his career, Keith has demonstrated remarkable skills in managing people and resources. He has consistently displayed a participatory leadership style that promotes collaboration and mutual respect. Keith's natural ability to create an environment where diverse opinions are encouraged has led to better outcomes for the institution as a whole.

Keith's impressive rise to the position of Superintendent of Schools for the Douglas County School District is a testament to his exceptional leadership abilities and innovative thinking. He assumed the role shortly after the outbreak of COVID-19, which proved to be a challenging time for many superintendents. However, the challenges in Douglas County were compounded by the political makeup of the community. Despite these difficulties, Keith's leadership during this trying time brought the entire community together to focus on supporting students. As a new superintendent, he displayed a calm and professional approach that prioritized the needs of students and families. Keith's diverse background, which includes serving as an elementary PE teacher, heading the boys' basketball program at Douglas High School, and holding positions as vice principal, principal, and Executive Director of Human Resources, has given him a comprehensive understanding of the educational landscape. This multifaceted background equips him with a unique ability to approach challenges with a holistic perspective.

Throughout our collaboration, Keith consistently demonstrated his aptitude for embracing and harnessing the power of technology in educational administration. His proficiency in integrating modern technology into administrative practices has enhanced efficiency, communication, and decision-making processes within the institutions he has served. Moreover, his adeptness at collaborating across departments and engaging with diverse stakeholders—including teachers, administrators, parents, and community members—has invariably contributed to the collective advancement and improvement of Douglas County School District to the benefit of student and families.

If your organization needs any human resources assistance, you would undoubtedly benefit from Keith's exceptional qualities as a leader, strategist, and educator. His visionary approach to fostering inclusivity,



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respect for diverse perspectives, and a commitment to collective success is unmatched. I am confident that if Keith were hired to assist your organization, he will bring immediate positive transformation to your organization and he will lead with the utmost dedication, integrity, and expertise.

In my 26-year career in education, I have had the privilege of working with many leaders. However, Keith stands out as the greatest educational leader and people manager I have ever worked with. Over the last nine years, I have grown to admire him not only as an exceptional educational leader but also as a remarkable individual, husband, father, community member, and friend. He is an inspiration to everyone he meets and makes the world a better place every day. I highly recommend Keith Lewis for any human resources consultative work your organization may need. If you need more information or want to discuss Keith's qualifications further, please feel free to contact me at 775-781-0415 or jgirdner@storeynv.com.

Sincerely,

Joe Girdner
Human Resources Director
Storey County School District