



SHARLA HALES

ATTORNEY AT LAW

January 8, 2024

Re: Recommendation for Keith Lewis

Dear Sir or Madam,

It is my pleasure to recommend Keith Lewis for any school district human resources needs. I first met Keith when he was my son's basketball coach in approximately 2001-03. Our paths have continually crossed since then as I served as Douglas County School Trustee for 12 years and now legal counsel for nearby Churchill County School District, while Keith continued from PE teacher to school site administrator to Human Resources Director and, finally, to Superintendent of Douglas County School District.

Keith has excelled at every job he has undertaken. Keith is not only extremely capable of the technical challenge of any work in education, he has excellent people skills. He is a good listener, is innately caring and compassionate, and connects easily with people. He is quick to pick up nuances in social situations and is adept at reading body language. He is naturally a good leader, motivating others around him to do their best. He is optimistic, has an even temper and is quick with a laugh, often at himself, which makes Keith extremely likeable. I had many conversations with employees at the middle school he led. Always those staff members were enthused about working with Keith, motivated to help the students there, and optimistic about their work. That is not easy to achieve! And the results at that school, as well as the whole district he eventually led, speak for themselves.

Keith is a quick study of any issue or challenge, as is evident from his success at every position in the school district from teacher to site administrator to human resources director and superintendent. Keith's work ethic, follow-through, and attention to detail have propelled him to excellent at every level.

I highly recommend Keith to you for any human resource need. I am confident he will exceed your expectations in providing timely, thorough, and successful service—and you will enjoy working with him.

Sincerely,


Sharla Hales