

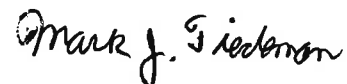
September 10, 2023

To whom this may concern,

I had the privilege to work with Dimitris Magemeneas at California State University San Marcos in the College of Business Administration where he was an instructor for the Business Professional Development course. I served as a coach for the students in the class and attended every class.

I distinctly recall the first class in which Dimitris warmly welcomed each student making it a point to learn their names and a little about each one thereby establishing a personal connection. Because the class lasted two hours, Dimitris was very adept at keeping students engaged throughout by mixing up what was done in class. For example, during times of lecture, he would routinely ask the students questions and call on them. And he always conveyed concepts in terms that the students would understand inviting questions if someone wanted more explanation. He conducted group and individual exercises and invited knowledgeable speakers from his broad network to address specific topics. Dimitris was always prepared, positive and upbeat and his passion for helping others was clearly evident.

Since sharing that class experience with him, Dimitris and I continue to be good friends and exchange ideas about education, finance and things in general. I am truly thrilled to know that he is leveraging his extensive experience, knowledge and skills to develop and conduct more classes and workshops that I am sure will make a positive difference in the lives of others.



Mark Tiedeman
Business Owner, MBA