



June 2024

To Whom It May Concern:

It is a pleasure to recommend Mr. Brian Ewert, Dr. Mike Richie, and Hazard, Young, Attea, and Associates for your upcoming Superintendent search. As President of the Pueblo School District 60 Board of Education, I had the privilege of working with Brian, Mike, and HYA this past winter when our Board was looking for a new Superintendent.

From the very beginning, I was impressed with HYA and the services they offered. Some of the things that sold me on the search firm immediately were the Leadership Profile Report, the district and community survey, and the Day in the District visit by candidates. Brian and Mike used all of these powerful, effective, tools and processes to help our Board determine the main characteristics that we were looking for in our next Superintendent.

Brian and Mike were true professionals from start to finish. They put in countless hours to ensure our search was successful. This meant they were always available to the Board when we had questions, concerns, or needed clarification. They were sticklers for detail, striving always to keep the process clean and as uncomplicated as possible.

It was evident that Brian and Mike brought a wealth of experience to the table as former Superintendents themselves, as well as, having previously ran many successful searches. This enabled them to guide us in constructing a realistic timeline, creating a job posting that would attract a deep candidate pool, and keep us on track and moving in a steady, forward direction, allowing us to ultimately find just the right individual to fill the position.

It is without hesitation that I recommend Brian, Mike, and HYA to organize and lead your district's Superintendent search. I am confident that you will be very pleased with the personal service they provide and the successful results you attain from utilizing their services. If I can be of any assistance, please feel to contact me at susan.pannunzioboe@pueblod60.org or 719-821-0272. Thank you.

Best regards,

Susan L Pannunzio, President
Pueblo School District 60 Board of Education