**Recommendations for Steve Lovig**

**Caren Stewart**

*Corp. Dir. of Financial Aid Training and Compliance, ATI Enterprises. Colleague who worked directly with Steve*

“Steve is extremely professional and an invalid resource to our organization. He has developed and grown a successful Human Resources department, which continues to grow. It is my pleasure to provide this recommendation!” *May 4, 2009*

**Renaldo Williams**

*Corporate Director Career Services, ATI Enterprises. Colleague who worked directly with Steve*

“I participated in ATI's first leadership development class, in which I had the pleasure to meet Steve. Over the last several years building on that initial meeting he has consistently provided me with HR guidance and support in managing departmental staff and process.” *August 18, 2009*

**Kari Logan**

*Major Accounts District Manager, ADP. Business partner & Consultant to Steve*

“I have had the pleasure of working with Steve for many years. He is an amazing Human Resource professional who would be an asset to any organization. Steve sets himself apart from other HR professionals with his proven ability to be a strategic business partner who understands how to develop and deliver HR value that truly impacts the bottom line.” *September 8, 2009*

**Sandy Raska**

*Executive Director, ATI Enterprises. Colleague who worked directly with Steve*

“As an Executive Director with ATI, I can always count on Steve Lovig to provide me the guidance and direction that I need to help me with any human resources issue. He has facilitated several informative training sessions on such topics as evaluative interviewing and benefits overviews. His evaluative interviewing training has helped me to improve my interviewing skills so as to better select quality employees. His cheerful, energetic demeanor makes him very approachable and he is a delight to work with!” *September 1, 2009*

**Darrell Rodgers**

*President, Emerald Data Networks, Inc. Business partner.*

“Steve's a person of outstanding character and commitment. He's always made himself available and can be relied on when the pressure is on. He's an honest, candid and trustworthy individual who you'd be fortunate to work alongside. I've known him for over seven years and I'm always happy to have an opportunity to see him.” *April 13, 2008*

**Arthur E. Benjamin**

*Vice Chairman & CEO, ATI Enterprises. Colleague who managed Steve’s work.*

“Steve is very effective in solving issues as they arise for individual employees to the benefit of all concerned. He is a valued member of the senior ATI team. I find him delightful to work with.” *November 16, 2009*

**Donna Gilley**

*Payroll / Benefits Manager, ATI Enterprises. Manager who reported directly to Steve.*

“Steve's talent in Human Resources is superlative. I have the utmost respect for him. He is an excellent teacher and motivator. His training courses are informative and fun! He is a outstanding leader in this industry and I am fortunate to be working for him.” *February 17, 2009*

**Michael Ackerman**

*Campus President ATI College of Health, ATI Enterprises. Colleague who worked directly with Steve*

“Steve is the consummate HR professional. In the three years I have worked with Mr. Lovig I have seen a complete transformation of the company HR department from one that was barely adequate to one that provides services and benefits to employees at a cutting edge level. In my thirty plus years in proprietary education I have worked in companies ranging from very small to among the largest in the country. No HR department with which I have worked is as employee friendly or as helpful as under Mr. Lovig's watchful eye.” *February 19, 2009*

**Brad Conway**

*System Administrator, ATI Enterprises. Colleague who worked directly with Steve*

“Steve has a strong knowledge of Human Resources. He is able to obtain details of a situation and provide required feedback. Even in a negative situation, Steve makes every employee feel important and valued by the company.” *August 10, 2007*

**Darrell Testerman**

*Executive Director, ATI Enterprises. Colleague who worked directly with Steve*

“Steve is the consummate HR professional. He is a person with outstanding character, commitment, cool under pressure and thinks things through before reacting. Steve is an excellent motivator; honest, candid, and employee friendly. As an Executive Director with ATI, I can always count on Steve to provide me the guidance and support to help me through any HR issues. It has been my pleasure to work with Steve and to learn from a very knowledgeable and caring individual.” *September 25, 2011*

**James Jessup**

*Corporate Director of Admissions/ Marketing, ATI Enterprises. Colleague who worked directly with Steve*

“Steve has been a great asset to me since joining the ATI team. One thing impresses me most about Steve is how personable he is with everyone in the organization. He truly understands and values the human component to Human Resources. He treats everyone fairly and meets them at their level. Any organization would be lucky to have a player like Steve on their team.” *September 23, 2011*

**Keith Zakarin**

*Partner, Chair of Education Practice Group, Duane Morris LLP. Business partner I’ve worked extensively with.*

“Steve is the top HR executive in the business, period. I've worked with him for over a decade, collaborating on uncountable numbers of HR issues. His judgment, precision, clarity and focus are terrific. He plans ahead, makes great decisions and executes. Furthermore, he has the respect of the employees. He is fair but decisive, never arbitrary and always principled. It's my privilege to have worked closely with Steve for so long and so well.” *September 23, 2011*

**Jon Vasconcellos,** *Executive VP and Chief Financial Officer, ATI Schools & Colleges. Colleague who worked directly with Steve*

“Steve is a hard worker, and has an amazing ability to work with employees to resolve difficult issues. Steve would be a valuable addition to the HR team at any company.” *September 26, 2011*

**Maribel Paz,** *Executive Director, ATI Schools & Colleges. Colleague who worked directly with Steve*

“Steve is a great mentor and role model. He is always available and always gave me great advice. He ensured that we stayed in compliance and always did the right thing for the company and the employees. He is a great asset and an excellent, dedicated worker. I give my highest recommendation to Steve.” *December 19, 2011*

**Brandon Dowdy,** *Director of Communications, ATI Enterprises. Colleague who worked directly with Steve.*

“If there is one word to describe Steve it is professionalism. Steve reeks of professionalism and has a remarkable talent for diplomacy. Steve operates at a very high level, always thinking strategically and is not afraid to work along side front line associates. Steve is an excellent communicator and does not accept anything but first class work. Having the pleasure to have worked with Steve is one I won't forget and I even found myself learning from his highly professional style and grace.” *February 1, 2012*

**Carolyn Gallagher, VP** *Operations - Corporate VP Admissions Training, ATI Enterprises. Colleague who worked directly with Steve*

“It is with great pleasure that I endorse Steve. I've worked with Steve at two companies and have known him for over a decade. Steve is an employee centric HR professional that has always provides great customer service to the organization teammates and to the management team. You can rely on Steve to guide you through the simple issues as well as the most complex HR/legal issues. I have learned so much in the HR area from Steve's expertise. I can always count on Steve to guide me through any situation dealing with our teammates. Steve would be an asset to any organization plus I would embrace the opportunity to work with him a third or fourth time.” *February 2, 2012*

**Sarah Clark,** *Real Estate Manager, ATI Enterprises. Colleague who worked directly with Steve*

“Steve is kind person with an amazing personality. He is always smiling and always brings cheer to any conversation or discussion. He is resourceful, quick to resolve issues, and a great listener. Steve would be an excellent addition to any team!” *March 1, 2012*

**Loretta Carter,** *Allied Health Program Director, ATI Enterprises. Colleague who worked directly with Steve*

“Steve Lovig is the consummate professional. He possesses an endless wealth of HR knowledge. No matter how difficult the situation, Steve can get you through it.” *June 19, 2012*

**Kevin Langston**, *Student, Kennesaw State University.*

“Steve is an excellent professor with an abundant knowledge of Human Resource law and best practices. Steve is best at teaching his students that there isn't always an easy, straight-forward answer and that it's mutually beneficial to the company and employee to do the best for both. Steve is a natural born teacher.” *August 20, 2009*

**Harry Lasher,** *Director, Process Enhancement and Emeritus Professor of Management, Michael J. Coles College of Business, Kennesaw State University. Colleague who worked with Steve; prior to that relationship, Dr. Lasher was one of Steve’s favorite HR professors.*

“I've known Steve for several years as a student and colleague. He loves teaching and is extremely effective. As a "true professional" Steve is constantly engaged in continuous improvement.” *August 17, 2009*

**Chris Martin,** *Student, Kennesaw State University*

“I was a student in Steve's Strategic HR Management class in the summer of 2008. I took this class as an elective during my final semester of college and did not expect to get much out of it. Steve however managed to take this subject and make it both exciting and relevant to today's business environment. Steve was in the classroom early every day with a positive an energetic attitude which really helped to make the experience more enjoyable. I would recommend any of Steve's courses and wish I would have encountered him earlier in my college career.” *August 17, 2009*

**Erick Allen,** *Student, Kennesaw State University*

Top qualities: Great Results, Expert, High Integrity

“Steve was my instructor at Kennesaw State University for Strategic HR Management. He has great knowledge of the field and a remarkable ability to translate the material in a manner that can be consumed and applied. Years after the course has been completed, Steve is still someone whom I lean on for advice and guidance; and he is always accommodating. I believe anyone working with him in business or academia will find the experience to be a good one.” *September 8, 2009*

**Erin Leach,** *Student, Kennesaw State University - Michael J. Coles College of Business*

“I took Professor Lovig's Human Resource Management course at Kennesaw State University. The class was informative, organized and in some ways, entertaining. Professor Lovig clearly possessed expert knowledge on the topics covered throughout the course and presented them in a straightforward, easy to understand manner. Professor Lovig provided clearly defined expectations for the students in his course while giving us help along the way to achieve those expectations. In addition to being a good instructor, Professor Lovig brought real life experiences from his substantial career in Human Resources. I enjoyed the stories he used from his personal experiences in the field to highlight the course materials. His insight made the materials relevant and memorable. I would highly recommend Professor Lovig as a Professor. On a side note, he also gives excellent career advice.” *October 23, 2009*

**Kate Gorinshteyn,** *Student, Kennesaw State University*

Top qualities: Personable, Expert, High Integrity, Great Results

“THANK YOU STEVE!” *August 29, 2009*

**Keri Driggers,** *Catalog Production Editor, Kaplan Higher Education. Colleague of Steve’s at Kaplan.*

“Steve was Human Resources Manager for KHEC and was the first interviewer I encountered for my future position as their catalog production editor. His attentive, thorough but relaxed, interviewing style immediately put me at ease and hopeful about the possibilities within the company. His genuine nature is an outstanding face to be worn as a representative of any company, and his steadfastness in retaining quality employees and motivating those who may be finding their way is an outstanding asset.” *July 11, 2008*

**Mitch Srail***, Director of Human Resources, Kaplan Higher Education. He managed Steve’s work at Kaplan.*

“Steve was an outstanding HR colleague. He combines the unique and desired ability of bringing an operational foundation to the scope of HR practices. I could always depend on Steve to complete the toughest projects. He has a great drive and can be depended upon when others may get stalled. I would gladly work with Steve in the future and always appreciated his wisdom and managerial acumen.” *April 12, 2008*

**Frank Vanek***, Director IT, Kaplan Higher Education Corporation. Colleague of Steve’s at Kaplan.*

“Steve brought order, organization, and consistency to HR in our company. I could always depend on Steve when I needed him. It was like having my own personal HR department. I received great service and advice. Steve helped me see all sides of situations and was able to offer alternative directions I could take to resolve problems in my department.” *August 27, 2009*

**Donna de St. Aubin***, Principal, St. Aubin, Haggerty & Associates, Inc. Was a Business Partner with Steve (Kaplan).*

“We provided HR Consulting services to Steve and he made sure that we served his people in the best possible manner. He shows caring, understanding of business and personal needs and recognition of the bottom line. A real pro to his field.” *March 29, 2010*

**Maggie White***, Director of Administrative Services, Kaplan Education Corporation. Colleague of Steve’s at Kaplan.*

“Steve Lovig was a patient and caring Director of Human Resources during the time I worked with him at Kaplan (Formerly Quest Education). His expertise helped solve many conflicts amicably, and his guidance was invaluable to me in my capacity as an employee manager.” *September 23, 2011*

**Pat Perryman,** *Executive Director, Dallas Nursing Institute, ATI Schools and Colleges.*  *Colleague of Steve’s at ATI.*

“Steve is a strong, professional and compassionate HR executive. He has a great ability to see the big picture and its demands while never losing site of the individuals and the effect decisions have on them. Steve is fair, objective and embraces ethical HR practices. I am honored to work with Steve Lovig.” *July 6, 2012*