



City of CHARLOTTE

[date]

TO WHOM IT MAY CONCERN:

I am pleased to have this opportunity to provide a letter of recommendation for Gregg Guetschow.

Dr. Guetschow first joined the City in an interim capacity in September 2007 and was appointed city manager on February 1, 2008. His administration of the City's affairs has been characterized consistently by professionalism, fairness and efficiency.

Through his leadership, the City has undertaken a number of significant initiatives. Particularly noteworthy among these were a successful effort to "claw back" abated property taxes from a company that closed its operations before the end of the agreement term, resulting in the award of \$4.5 million in damages; the establishment of a municipal non-profit corporation to oversee operations and fund-raising for a day camp facility in a City park; a complete overhaul of financial management systems and procedures, including software conversions for payroll, general ledger, accounts payable and cash receipting; and the in-house creation and operation of a website focused on providing citizens access to timely information about City policies and activities. Dr. Guetschow's considerable knowledge and experience were major factors in the success of these efforts.

Throughout his tenure, Dr. Guetschow has demonstrated a commitment to the democratic process, to the council-manager form of government, to transparency in governance, and to high standards of ethical behavior.

Dr. Guetschow was an employee in good standing at the time of his separation.

CITY OF CHARLOTTE

Michael Armitage
Mayor