

800 West Central Road
Arlington Heights, IL 60005

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May 21, 2012

I am writing this letter of recommendation for Jeffery Newkirk whom I had the pleasure of working with for several years at Northwest Community Hospital.

I hired Jeff as Executive Director of Wellness Services which consisted of an 85,000sq foot fitness facility on our hospital campus, as well as a management agreement for total operation of the Buffalo Grove Park District's Wellness/Fitness Center of similar size and scope of the Northwest facility. Jeff was responsible for the entire operation of the two centers which included all employees, budgeting and purchasing for the operation that had gross revenues over 10 million dollars. His business acumen and Human Resource skills are superior which in turn equals excellent results.

The reporting relationship was one of the best experiences I have ever had. Every request or issue that arose, Jeff would tackle with no hesitation. The solutions were well thought out and backed with accurate statistics and/or business logic. Jeff is an excellent business professional. He has my highest recommendation. He would be a valuable addition to any organization.

If you are looking for an honest, forthright, intelligent team player, then Jeff is who you should hire.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark Lusson", with a long horizontal flourish extending to the right.

Mark Lusson
Executive Vice President
Human Resources and Support Services
Northwest Community Hospital
800 W. Central Road
Arlington Heights, IL 60005
847-618-5005
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July 15, 2008

I am writing this letter of recommendation on behalf of Jeffrey Newkirk. I first met Jeff when he joined Northwest Community Hospital as the director of its Wellness Center almost ten years ago. At that time, hospital owned and operated fitness centers were relatively new in the market and introducing the community to the concept was initially challenging. Within a relatively short period of time after joining our organization, Jeff was able to successfully engage the staff and build a cohesive team that met its membership enrollment and retention objectives. During his tenure with the Wellness Center, Jeff consistently achieved high marks for both employee and customer satisfaction. Jeff later assumed responsibility for Occupational Health Services at Northwest Community, and again in this capacity, was able to influence positive change among employees, which ultimately positioned the organization to better meet customer needs and expectations.

In both examples referenced, Jeff demonstrated sound and steady leadership that was effectively translated into achieving organizational business objectives. Jeff has extensive experience in education as well as healthcare administration and operations and he is a trusted and respected professional. His honesty, integrity, and knowledge have led to a solid track record of successfully developing both people and programs across varied organizations.

As a colleague who has known Jeff for nearly a decade, I highly recommend him to any organization that is looking for a proven leader who brings focus and commitment to his work. If I can provide further information regarding Jeff's capabilities, please do not hesitate to contact me at 847.618.5506.

Sincerely,

A handwritten signature in cursive script that reads "Angela Stefaniu".

Angela Stefaniu
Vice President
Marketing & Business Development
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F: 847-618-4489
astefaniu@nch.org



Buffalo Grove Park District

June 24, 2008



It is my distinct pleasure to provide you with a written recommendation for Jeffery Newkirk. Jeffery is a tremendous person and has a broad array of skills and expertise which would be an asset to almost any organization.

I first met Jeff during the feasibility study for our Buffalo Grove Fitness Center (about 1997 or 1998). Jeff had just joined Northwest Community Hospital, as the General Manager of their Wellness Center. Jeff immediately was assigned to review the feasibility study completed by a private consultant. Because of his expertise, he was able to challenge some of the assumptions and recommendations on membership, operational costs, and program revenues.

Next he helped set up the marketing, fee schedules, membership sales team and location for sales, and line up the various vendors for the fitness equipment. With his leadership, he helped to:

- Generate 1600 members *before* opening day
- Substantially exceeds membership and budget goals while General Manager
- Led the successful selection and purchase of over \$400,000 worth of industry proven fitness equipment
- Selection and supervision of a world-class, management team

Though the amount of work he completed was incredible, his legacy is the management team and the culture of service he has left at the Buffalo Grove Fitness Center. Each and every staff member truly understands quality service and excellence in performance. This success is due to Jeff's deliberate and careful planning, his mentorship of his management team and other key staff, and his constant evaluation of performance measures.

Please feel free to call me at 847-580-2110. It would be a pleasure to discuss Jeff's performance and personality qualities with you.

Respectfully,

Mike Rylko
Executive Director