

To Whom it May Concern:

I am writing this reference at the request of Tamara Kuzmenko who has been a student at Mikkeli University of Applied Sciences in the business management bachelor program.

I have learned to know Tamara during her studies as a principal lecturer of business administration at the university and especially as the supervisor of her bachelor thesis. Tamara has taken a wide variety of modules of the business management program and earned excellent grades in those classes. Based on Tamara's grades, attendance and class participation but specifically her performance in the thesis process, I'd rate her academic performance in the program as superior. Tamara has also convinced on her ability to utilize the theoretical foundation of the business studies to practice.

In conclusion, I would highly recommend Tamara Kuzmenko especially for a position related to marketing, marketing communication or public relations, but her wide knowledge base in business studies enables success also in other business related positions. If you should need any additional information feel free to contact me by email at juha.haimala@metropolia.fi

Sincerely,

A handwritten signature in black ink, appearing to be 'Juha Haimala', with a stylized, flowing script.

Juha Haimala
Principal lecturer, Program Head
DSc, MBA