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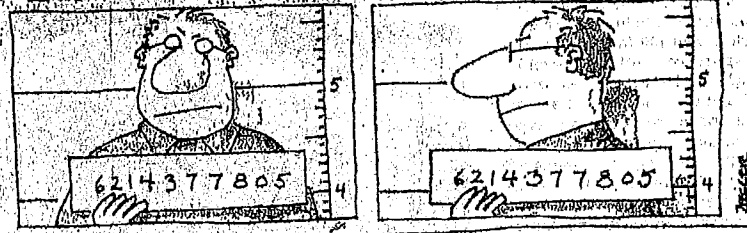
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SHOUTS & MURMURS

LETTER OF RECOMMENDATION

BY KURT LUCHS

EMPLOYEE OF THE MONTH



TO WHOM IT MAY CONCERN:
It is my pleasure to recom-
mend Kurt Luchs for employ-
ment at your company. I have known
Kurt for nearly six years, and I can hon-
estly say that I have not known any
other Kurt for nearly as long.

Kurt was with our firm, Pendleton
Tool & Die Co., for five and a half of
those years. His employment with us
ended amicably and by mutual agreement
between both parties and the United
States Seventh Circuit Court of Appeals.
In fact, Kurt was so dedicated that he
stopped coming in each morning only
when his desk was removed and the locks
were changed. Every once in a while, I
think I see his face behind a ventilation
grille.

During his tenure with us, Kurt held a
number of positions reflecting his range
of talents and responsibilities: adminis-
trative assistant, assistant to the adminis-
trator, assistant administrator's aide, ad-
ministering assistant's associate, and filing
clerk. While it would be an exaggeration
to say that he performed all his duties, it
would be entirely fair to say that he per-
formed them all equally well. In fact,
there was a consistency and tone to Kurt's
job performance which I have never be-
fore seen in a living employee—call it an
almost supernatural sense of calm. There
were times when only a mirror held to
Kurt's nostrils would reveal the fiery spirit
and pulsing intellect within.

I credit Kurt entirely for inspiring the
recent overhaul of our human-resources
department's background-checking
system. His knack for creative self-
expression, by which he transformed a
three-year stretch in a state reformatory
into an M.B.A. from Harvard, was a
constant source of amusement.

While some people can be described
as "all heart" or "all head," the best way
to describe Kurt is "all hands." From a
friendly pat on the behind to a friendly
pat of butter on the chest, he touched
his female colleagues in more ways than
most of them had ever heard of.

He was close to his male co-workers,
too; in fact, on several occasions it took a
stun gun to pry them apart. There were a
few who had a hard time seeing Kurt's
good-natured roughhousing in the proper
light. But in my opinion he never crossed
the all-important line between first-degree
manslaughter and second-degree murder.

I envy the next company that adds Kurt
to its payroll. Why? Because hiring Kurt is
like getting a free law-school education.
You may think you understand the First
Amendment, but I'll bet you had no idea
that an employee has the constitutional
right to emit sudden, piercing shrieks and
deafening bursts of profanity near a fel-
low-worker operating an industrial laser.

Kurt also displayed an uncommon will-
ingness and ability to follow instruc-
tions—not my instructions but, rather,
those he received from the voice in his
head.

Kurt's influence on everyone in our
company was so extensive that there are
still employees who won't start their cars
without checking under the hood first.
You ask how and why Kurt left our com-
pany. Unfortunately, a court order pre-
vents me from sharing all the details. But
I can say in perfect candor that I heartily
recommend Kurt as a resourceful and in-
defatigable addition to some other firm—
any other firm.

Sincerely,
THOMAS R. PENDLETON
President
Pendleton Tool & Die Co. ♦

JACK TEGIER