

Kent Davis  
1112 Seven Springs Circle  
Marietta, GA 30067  
February 1, 1988

To whom it may concern:

I have been advised that Ron Young will be leaving the Point Line Company. This will be a tremendous loss to the company, and greatly effect my efforts as Director of Dealer Sales. I feel it is a privilege to have the opportunity to work with Ron, and I will miss his leadership.

As President of Point Line, Ron's participative style of leadership is very evident. Never willing to settle on the quick and easy solution, Ron continues to seek counsel, honing the idea razor sharp before finalizing a course of action. With this atmosphere of no idea being a bad idea, creativity and synergy are very evident. A by product of this is the increase of self esteem in many of the team members, because for once someone thought their ideas are valuable.

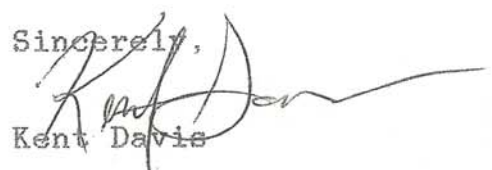
A second quality I observed is Ron's ability to pull together people of opposite personalities, goals, and tactics. He is able to persuade rather than cajole, encourage rather than badger, and never resorted to attacking or belittling a person.

Furthermore, Ron is a gifted salesman, able to see the need of a prospect and articulate the solution that would best fit that situation. As a spokesman for the company, he is able to convince others that our's is the only game in town.

Finally, I appreciate Ron's honesty and forthright communications about the need of the hour. Not wishing to hide the problems, he calls his troops together and seeking solutions. This open approach usually causes most of the staff to perform in an almost super human fashion.

I appreciate working with Ron. It is enjoyable, almost fun, stimulating and thought provoking. He is a man of action and desires to change things around him, making life a little more enjoyable.

Sincerely,

  
Kent Davis