



**ARLINGTON**

Dear Mike:

Thanks so much for speaking at Arlington's Leadership Conference in Nashville, Tennessee. You were right on target with our leadership theme. Your interaction with the audience and your high energy made it fun and entertaining to learn more about leading and managing people. Your discussion on empowering people was particularly effective for our group.

We had a very successful conference and your contribution helped to set the stage for "Developing the Leader in You". Thanks again for being a part of our success.

Sincerely,

James W. Reffelt  
President  
Property Management Division