



Cynthia L. Wallet  
Vice President  
Membership & Administration

Mike Hourigan  
Hourigan & Associates, Inc.

Dear Mike:

Thank you for speaking so effectively to each of our six Regions at our annual Spring Group Meetings. Your program, *Recruiting, Retaining, and Energizing Employees*, really connected with our bankers. Not only was it upbeat, it was filled with wonderful tidbits that could be implemented immediately. Of course, what made the program especially memorable was how you used relevant stories and humor to illustrate your points.

The staff commented on how easy you were to work with and that you are a true professional.

I would be happy to recommend you to any association looking for a top-notch speaker.

Sincerely,

A handwritten signature in black ink that reads "Cynthia L. Wallet". The signature is written in a cursive style with a circular flourish at the end.