



**American Society of Diagnostic
& Interventional Nephrology**

April 29, 2008

To Whom It May Concern:

I am writing this letter of recommendation in support of the Affinity Resource Group (ARG) team and Mary Lea Nations whom I have known for the past two years. During this time I have had many opportunities to work very closely with the ARG staff including Jean Weiss, Teri Smith and Bertinna Dubra, but primarily I work with Mary Lea who serves as the Executive Director of the American Society of Diagnostic and Interventional Nephrology (ASDIN). This has allowed me to observe her performance first hand. My interactions with her have been purely academic related to the ASDIN. I do not receive any honoraria from any group or company and I have no conflict of interest. Consequently, no company or organization has any bearing on my writing this letter.

Mary Lea is an extremely bright individual. She demonstrates excellent communication skills. This allows her to maneuver things that otherwise would be nearly impossible to accomplish. Another quality that became apparent early on in my interactions with her was the ability to solve problems. Her seasoned approach to arbitration of a situation when there is a difference between the two groups is worth mentioning. She invariably comes up with a solution that is beneficial and acceptable to both parties. She has an impeccable work ethic which in turn compliments this quality. She is a real team player and is a dependable person.

Mary Lea's organizational and managerial skills are second to none. She divides and directs tasks to the ARG team extremely well which accomplishes responsibilities efficiently and successfully. Her professional behavior helps provide the platform for communications with individuals at multiple levels. Her perseverance allows her to accomplish difficult tasks in a timely fashion. Mary Lea and the ARG team have organized and managed two consecutive scientific annual meetings for the American Society of Diagnostic and Interventional Nephrology and a post graduate course for the American Society of Nephrology. In one of the meetings they were given an extremely short deadline to organize the entire meeting. I was completely taken aback when ARG finished the task with time to spare. Mary Lea's extraordinary abilities to manage time are just incredible. She has so much to offer and so much can be learned just by being around her.

In our society, she closely works with physicians and nurses that hold prominent national and international positions in vascular disorders. As such her understanding and of vascular area is very mature. It is for these reasons that the entire certification procedure of physicians in the area of vascular access runs through Mary Lea. She has performed this task so well that now the accreditation of vascular access programs throughout the United States is directed by Mary Lea.

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Affinity Resource Group Reference
April 29, 2008
Page Two

She has excellent leadership qualities. Her confident personality makes her an ideal leader. She routinely guides and teaches her team members. Her services as the executive director for Association for Vascular Access reveal her leadership qualities at a national and international level. This professional organization has membership that exceeds 1500. Her role as the director of continuing education of Mississippi College, Clinton, MS, highlights her capabilities as a leader, an organizer and a manager. This job requires a high level of efficiency, multitasking and a mature thought process. Her leadership during planning of our scientific meetings is unsurpassed.

She is extremely respectful and courteous to her colleagues, as is the whole ARG team. What is most interesting is Mary Lea's ability to convey her thought process while respecting and considering others point of view. In my opinion, some of the major factors in her success are her readiness, willingness and availability. She makes herself available at all times including the weekends which has been very comforting for me. She is always enthusiastic and ready to help. While many individuals would make this claim; in my opinion, only a few would actually possess these qualities.

Mary Lea has a very strong educational background. She earned a 4-year academic scholarship and a 4-year DeSoto Corporations scholarship. These reflect her high level of dedication and commitment. Her background education of public administration and business places her in a perfect position to serve in multiple roles. It is for these reasons that her comments during our meetings convey a sound understanding of the issues at hand. I am always comforted when I know that she is charged with organization of the program.

All in all, based upon the above-mentioned qualities that I have observed, Mary Lea and her team can achieve whatever they strive for and would be an asset to any organization. Under her leadership, I whole-heartedly recommend and support ARG's application to your organization. Do not hesitate to call me if you need additional information.

Best regards,



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