



Infusion Therapy Performance Consulting

August 17, 2007

To Whom It May Concern:

It is with great pleasure that I write a letter of recommendation for Mary Lea Nations. In September 2000, I became president of the National Association of Vascular Access Networks, now known as the Association for Vascular Access. I was also chair of a task force to conduct a thorough search for a new executive director for our struggling organization. This search led us to find and hire Mary Lea. She has been a strong manager and leader since she was hired to that position in May 2001.

Words that easily describe Mary Lea are friendly, diplomatic, and conscientious. She relates well with organizational members, volunteers, and corporate sponsors. As a consultant to the industry served by AVA, I have had many occasions to observe Mary Lea's interactions with sales, marketing, and management staff from exhibitors and corporate sponsors. I know of many situations she managed in a tactful manner that resulted in positive outcomes for all parties.

Her work ethic is second to none. She is organized, thorough, and detail-oriented. She has the ability to manage numerous tasks at the same time and keep everything straight. She makes herself available for conference calls at all hours to accommodate work schedules of volunteers all over the country. She consistently meets deadlines and is willing to invest extra hours required to finish the task.

Mary Lea has done a splendid job of managing a professional organization as it dealt with numerous issues associated with growth in the complex healthcare industry. She has faced the challenge of working with an elected board of directors that changed on an annual basis. She is flexible and creative in her approach and makes every attempt to create a win-win situation for all parties.

Please feel free to contact me if you have specific questions or if I can provide additional information. Thank you.

Sincerely,

A handwritten signature in black ink that reads "Lynn C. Hadaway". The signature is written in a cursive style with a large initial 'L'.

Lynn C. Hadaway, M.Ed., RNC, CRNI
President

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