

14249 S. Murdock Peak Drive, Herriman, Utah 84096

May 11, 2008

To Whom It May Concern:

I am very delighted for this opportunity to provide a reference for Mary Lea Nations and Affinity Resource Group. I had the pleasure of working closely with Ms. Nations through the Association for Vascular Access (AVA) when she held the position of Executive Director. I served on various committees and Board of Directors positions within the organization during her tenure and was continually impressed with her management and organizational skills. A very people-oriented professional she was able to calmly and decisively direct activities in a very collegial manner to achieve success within a challenging volunteer professional organization.

I would like to outline two significant personal experiences where the skills I have mentioned were very instrumental in averting what might have caused devastating outcomes for our organization during this time.

In 2001 I was the AVA Conference Committee Chairperson. Our annual conference was the main event we held each year in September, and required enormous pre-planning to develop a program, select Speakers, register and arrange accommodation for attendees and organize a large industry exhibit. The conference committee, Board of Directors and Mary Lea all participated in this effort and this year it was scheduled for Washington D.C. in the third week of September.

As you are aware the events of 9/11 dramatically impacted the whole country. Rapid decisions and direction were needed about our conference and Mary Lea immediately responded. Within a 24 hour period she had mobilized the entire organization, had obtained a reschedule for the conference at the same site early in 2002 without loss of revenue, had organized a team to alert and gain support from all the exhibitors to reschedule, to contact all the registrants and offer programs to ensure nobody was financially compromised, and to work with all speakers to get a commitment to reschedule, in addition to all the multitude of additional needs that arose. It was an amazing effort, and in January 2002 the re-scheduled conference was our largest and most successful up to that date!

In 2005 I was now President of AVA and working with the Conference Committee and Mary Lea for our annual conference in New Orleans, again in September. Tragically this was the year of Katrina, at the end of August, and there was no way that we could hold the event. A very rapid response was necessitated and once again Mary Lea rose to the occasion working with our Conference Planners dealing with exactly the same issues but knowing in addition that cancellation and selection of an additional site would be needed due to the damage to the city. She took full responsibility for managing the fiscal details

and actions that this situation demanded as before, listened to AVA members and kept them well informed through various media approaches and gave wise and careful counsel to myself, the Board of Directors and the Conference Committee. All of which, I might also add, took place when she herself was personally and significantly affected by the disasters in her own state. An outstanding job was repeated and I was able to proudly preside over a rescheduled and very successful conference the following January in Savannah.

I remain to this day in admiration of the many excellent qualities of Ms. Nations and would not hesitate to recommend her to you. I would be happy to be contacted if I can be of further assistance.

Respectfully,

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