

August 23, 2002

To whom it may concern:

I have worked for Ron Young for nearly two and a half years, first as Senior Director of Public Relations at Yipes and most recently as Senior Director, Corporate Communications at Procket Networks.

Ron has always acted more as a mentor than a "boss." His organizational style is to play the role of coach rather than autocrat. As a result, his employees, myself included, tend to flourish in an environment that promotes creativity, continuous learning and achievement.

As a stellar achiever himself, Ron is unthreatened by excellence. He hires superior talent, allowing role models to set high standards for individual and team success. He also encourages individual initiative. Often his simple yet gracious words of appreciation are enough to motivate further hard work, a lesson many managers never learn.

Ron's charm and good humor also have a remarkable motivating effect on his team. When challenges seem too great, when deadlines loom too near, when frustrating levels rise, his infectious laugh can ease tensions and make the impossible doable.

Last but not least, Ron has always shared his organizational vision with his employees, imbuing them with a greater sense of mission. By treating them as intelligent and meaningful contributors, Ron brings out the best in those who work for him.

Sincerely,



Jonathan Marshall