



**Amtec**  
HUMAN CAPITAL

Tom Northup  
Leadership Management Group  
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Newport Beach, CA 92660

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Dear Tom,

This letter of recommendation is several months overdue. Better late than never in praising your development work with two of our key people at Amtec. You took two diamonds in the rough and did an excellent job at building a solid management and leadership foundation that will benefit their future careers. In addition to benefitting Jen and Stephanie, the company has been enjoying the fruit of your work with these ladies as well.

I don't think it's too dramatic to say you've changed their lives, for the better, forever. That's no small accomplishment when you consider the value we get as your development and coaching begins to multiply throughout our organization. Your experience, competence, and thorough approach have resulted in a great outcome for everyone.

I'm happy to be a reference for you and the work you've done for us at Amtec. Feel free to share this letter with future or potential clients as they consider using you to further develop their team members into stronger managers and leaders.

I wish you the very best as you continue your work.

Best regards,

Scott E. Kuethen  
President/CEO