

Z. Smith Reynolds

F O U N D A T I O N

December 19, 2005

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Mr. David Moff, SPHR
President & CEO
The HR Group Inc
216 South Swing Road, Suite 4
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Dear David,

I am writing to thank you and The HR Group for working with me and the Z. Smith Reynolds Foundation to conduct my 360 evaluation. The evaluation was very helpful to me and to our organization. It helped me better understand how my work style and my strengths positively impact the work of the Foundation. It also allowed me to focus on areas where I can improve my performance and relationships.

I particularly appreciate your arranging for me to work with Susan Pinsker in the evaluation process. She was exceptionally sensitive to my needs while also being honest with me and my board. I really appreciate the care, attention and professionalism that she demonstrated throughout the process.

David, I must admit I was skeptical about the 360 evaluation process in the beginning. After experiencing it, I now believe it is an extremely valuable and helpful way of learning more about one's self and organization. Thank you again for your assistance in this matter.

With best regards, I am

Very truly yours,



Thomas W. Ross