



Federal  
Managers  
Association

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September 19, 2007

Mr. Mark Gross  
Leadership Services, Ltd.  
219 Conejo Road  
Santa Barbara, CA 93103

Dear Mr. Gross:

On behalf of the nearly 200,000 managers, supervisors and executives in the federal government whose interests are represented by the Federal Managers Association (FMA), I am writing to express my deepest gratitude for taking precious time out of your busy schedule to speak at our recent 16<sup>th</sup> annual Mid-Year Conference.

Your remarks to our members regarding the philosophy of 360 Degree Leadership in the workplace were both insightful and informative. We at FMA appreciate the attention you are placing on the use of effective leadership for federal managers. Your continued leadership in this area, as well as your support of FMA, is very much appreciated.

Again, thank you for your ongoing efforts to recognize the valuable contributions of civil servants. Your participation and expertise at our 16<sup>th</sup> Mid-Year Conference made it a success.

Sincerely yours,

A handwritten signature in black ink that reads "Darryl A. Perkinson". The signature is written in a cursive, flowing style.

Darryl A. Perkinson  
National President