

January 12, 2009

Attn: Inez Anders

RE: Kyle Houston

Inez,

I have taken what I consider to be the appropriate amount of time to look over Kyle Houston's reviews. The following information is what I have gathered and based my decision on. First of all I notice Kyle's ability to facilitate group problem solving, which is acceptable but has definite room for improvement. This improvement can be achieved through lengthening his time here at our company which will in turn generate new ideas in Kyle's head on a minute to minute basis. Secondly I see that his listening skills are not very well. If Kyle cannot listen appropriately to the other members concerns then there is no logical way he can prove himself to be successful in Dallas. Thirdly I observe that Kyle seems to contribute fairly well. The offering of his ideas grouped with his ability to attend all meeting is acceptable however the issue goes back to his listening ability. Kyle can contribute information and facilitate group problem solving all day long however the issue at hand is teamwork. Effective and efficient teamwork absolutely cannot be achieved with an individual who doesn't listen well to his team members. Lastly, I take note of his overall rating, which once again is acceptable for the time being but not future focused. I truly do feel that Kyle has a lot of potential to grow in our company and sending him to Dallas at this point in our business venture just isn't the best idea. Kyle needs more time to improve his standing here at our company and we can allow him to prove that to us maybe after another six months. I hope you understand my reasoning and I appreciate your kindness in allowing me to help you make this decision.

Sincerely,

Stan Fowler