

From the desk of Mike Lyons

January 24, 2011

Personal Reference for Al Blencoe:

Please accept this document as a personal reference for Mr. Al Blencoe of La Crosse Wisconsin. My initial introduction to Al was through a project my company was conducting at La Crosse. Al was brought in to help move the project forward or terminate the contract. Through his positive approach and excellent negotiating skills the project completed successfully. As a result of Al's influence and leadership the relationship between client and vendor has been elevated to one of equal partners, providing benefits and value beyond anything we imagined when we first started working together.

During my time as a business associate of Al's, I have watched him take on a variety of programs and initiatives, both personally and professionally, leading them all to the same positive conclusion. An example of this would be his work and advocacy in promoting an information sharing initiative within the State of Wisconsin, known as WIJIS. This statewide, multi-agency information sharing initiative was a nationally recognized program which helped Law Enforcement and Justice agencies throughout the state share appropriate information. In another instance, as a volunteer and organizer, Al worked tirelessly over the course of eighteen months to conduct a regional APCO/NENA conference, bringing together hundreds of industry representatives and practitioners for several days of training and focused programs in the interests of Public Safety and Justice.

These are just a few of Al's accomplishments which portray him as a leader and visionary in his community. Additionally, you will find Al to be a very positive, encouraging individual who is equally driven by his passion for excellence and a genuine concern and commitment to the people he works with. If you have

need, even on a short term basis, for an excellent leader, manager, facilitator coach and mentor, I suggest you seriously consider Al Blencoe.

If you care to contact me directly regarding Al, please do so using the contact information below.

Sincerely,

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

Mike Lyons
President/CEO
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