



January 18, 2010

General Lawson Magruder
Mr. Byrd Baggett
True Growth Associates
P.O. Box 832
Spring Branch, TX 78070

Dear Lawson and Byrd,

Your True Growth Workshop at the United States Military Academy was an absolutely thought-provoking, insightful, and inspirational experience. You conveyed meaningful lessons about the behavioral competencies of an authentic leader and the power of developing passionately engaged teams. You helped me identify my "season of growth" and my readiness for change. You stirred me to identify crucibles in my life and appreciate the life lessons learned from these events. But most important, you brilliantly provided direction and clarity that will empower me to become a more effective leader. The knowledge that I gained from the True Growth Workshop will become an invaluable tool in my team's pursuit of excellence.

It has been a month since our workshop and the power of your message gets stronger with time. You made a lasting impression on me and I have incorporated many of your strategies into my daily rituals. Both of you are truly authentic leaders and role models. Your powerful message will make the world a better place and should be heard by all. Thanks for sharing your positive energy and touching my life!

Respectfully,

A handwritten signature in black ink that reads "Ralph L. Pim". The signature is written in a cursive style with a large, prominent initial "R".

Ralph L. Pim, Ed.D.
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