

# Letter of Recommendation

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16 August 2016

## TO WHOM IT MAY CONCERN:

I have known Mr. Russell Welsh for several years and worked with him in endeavors with both the Amateur Radio Club of Augusta and the Amateur Radio Club of Columbia County, Inc. He is a diligent and detailed planner and very committed to accomplishing any task he is assigned ahead of schedule and under budget. He establishes priorities for himself and his workforce and meticulously manages them to insure successful accomplishment. When he sees something that needs to be corrected, he doesn't wait to be told to rectify the situation; Rusty will take it upon himself to develop a solution and implement it. He continually demonstrates the ability to motivate volunteers/workers by seeking their input during the development of the possible courses of action. Thereby gaining their acceptance of the final decision.

Leadership is his strongest trait. People are willing to follow him as they feel confident he has mapped out the path to the best possible outcome.

I highly recommend Mr. Welsh as a project manager. He will become a highly regarded asset to your organization within a very short period of time.

Should you need further information. Please feel free to contact me at the following:



Sincerely,

A handwritten signature in black ink that reads "Raymond C Gannaway".

Raymond C Gannaway

LTC, EN

United States Army, Retired