

## VINING FINANCIAL SERVICES

A REGISTERED INVESTMENT ADVISOR

**Phillip L. Pennartz, Ph.D., RFC, CSA**

July 5, 2005

Kenny Zail, Speaker, Trainer  
Kenny Zail & Associates.

Kenny:

I thoroughly enjoyed your presentation at the Ashford Club on June 29<sup>th</sup>.

You demonstrated in a very brief period how effective your approach to Team Building can be, and at the same time it was entertaining and enjoyable.

In 1988 I was transferred from Wilmington, Delaware by DUPONT to the Atlanta area as the President of a joint venture that DUPONT had with Eka Nobel of Sweden. The joint venture was losing about \$2 million per year; my job was to turn the venture around and make it profitable. There were many things that I did to accomplish the turn-around-----one was hiring a professional like you. He used similar techniques to those that you demonstrated at the Ashford Club-----they worked wonders.

I am confident that you can help any company improve their performance by improving the effectiveness of their employees through team building. I personally believe that employees are a company's greatest assets. Any money spent on improving retention and helping employees enjoy their jobs will have a huge positive impact on the earnings and success of a company.

I look forward to finding some companies that I can refer to you so that you can help them improve their performance and create an enjoyable workplace for their employees.

Best Regards,



Phillip L Pennartz

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