



CAROLINAS MEDICAL CENTER

Harry A. Nurkin, Ph.D., FACHE
President

November 15, 1990

To Whom It May Concern:

This letter is to introduce and recommend David Hale. I have known David Hale for approximately one year and, in that period of time, have come to respect his abilities in exercise physiology and physical fitness. David Hale has a truly remarkable history. He was an athlete at the University of Oklahoma, and, since that time, has successfully demonstrated his desire to perfect the art and science of exercise physiology and physical fitness. Further, he has demonstrated, through his time and talent, the ability not only to aid individuals in the development of personal fitness programs, but also, David Hale has participated in the development of weight reduction and cholesterol screening programs for the Carolinas Medical Center's management group.

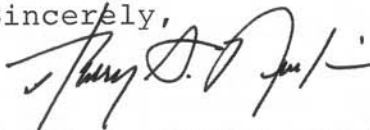
David utilizes his personality, his personal work ethic, and his skill to introduce healthy lifestyles to all types of human beings. He has the capacity to instill confidence in individuals, and groups of individuals, and he has the assertiveness to implement those programs to success.

As the President of the Carolinas Medical Center, I am pleased to have had David Hale in our midst because he has successfully introduced the types of healthy and helpful programs that will provide better management through healthier managers in our system of hospitals.

I highly recommend David Hale as a person, as a physical fitness professional, and I would be more than happy to provide amplified references for anyone considering David Hale for employment.

It is rare to find such a dedicated health professional who finds reward from helping other people obtain healthier lifestyles. Personally, he has assisted me in that regard, as well as scores of others in this region.

Sincerely,

A handwritten signature in black ink, appearing to read "Harry A. Nurkin". The signature is fluid and cursive, with a prominent initial "H" and "N".

Harry A. Nurkin, Ph.D., FACHE
President

HAN/cvr