



WALTER M. LEE III
PRESIDENT

Mr. Bryant Rollins
President and CEO
Mountaintop Institute
PO Box 550549
Jacksonville, FL 32255

Dear Bryant:

Many thanks to you and Shirley for the excellent work you have done for this organization over the past four years. This work includes facilitating our staff diversity retreats, the Gung Ho process, and individual coaching for some of our leadership team. We now look forward to working with the Institute on our small business development issues.

Bryant, you and Shirley have been generous with your expertise and your time in many areas, such as serving on the Chamber Board of Directors and leading the volunteer Diversity and Inclusion Task Force.

Both of you are intelligent and knowledgeable. The Chamber professionals greatly benefited from your expertise and we look forward to continuing a long and mutually beneficial relationship. We are fortunate to have you and the Institute in Jacksonville.

With kind personal regards and best wishes, I am

Sincerely,

A handwritten signature in black ink, appearing to read "Walter M. Lee III". The signature is fluid and cursive, with a large loop at the end.

Walter M. Lee III