



**ELCO INDUSTRIES, INC.**  
**PRECISION FORMING DIVISION**

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3/17/99

Dear Mr. Davidson, Thank you for being able to speak at our Imc Meeting on March 9th. The weather was pretty harsh. I know your journey to Rockford and the Freeport must have been quite eventful. So thank you again for being there. Last Fall, when it was announced that you would be one of the scheduled speakers for Imc this year, I was told by many who saw you last year at the National Conference, How motivating you were. Upon attending your presentation this March, I too am a believer. Not only did you bring some sunshine to a snowy night, But you energized the meeting. Being a manager and leader I have always believed people will not follow you, if they feel you have no idea where your going. So to me it is important to gain their trust. So there is a lot of honesty between my employees and I. For me it reduces the conflict. Even though it has only been a few weeks since your presentation, I have already used some of the time saving techniques. And they have helped me a great deal. This leaves me more time to Lead my people rather be drowned in administrative duties. The content of your presentation was useful, and your style was very up beat and professional. I am looking forward to seeing you again on the speaking circuit.

Sincerely

**Rick Clarke C.M.**  
**PFPD Shipping**  
**Elco Textron**