



April 8, 2003

Marj Peterson  
Creative Transitions & Consulting  
2207 Plaza de las Flores  
La Costa, CA 92009

Dear Marj,

I'd like to express our appreciation for the excellent work you performed during the transition from our previous General Manager to our new General Manager. I was impressed by your ability to step in very quickly and act as a transitional Manager and on an interim basis handle our association so smoothly. You not only managed the construction projects which were underway, but also managed our staff of approximately 30 people.

Our association was able to survive the period without a General Manager and you not only handled the regular business but significantly eased the training and learning curve of our new Manager. Your efforts to organize our documentation and Governance Policy were a great help to our Board and also to our working committees.

I certainly appreciate your work and would highly recommend your firm to any HOA in need of help. Thanks again.

L. L. Frederick  
President  
939 Coast Management Association