

**RESOLUTION ADOPTED BY
THE RANCHO SAN ANTONIO HOUSING CORPORATION
BOARD OF DIRECTORS
OCTOBER 24, 1996**

WHEREAS Marj Peterson served as Executive Director of the Corporation for almost one year during a time of major problems and changes, and

WHEREAS she coped in a highly professional manner with problems such as the Internal Revenue Service, staff changes, payroll and accounting problems, the care of Alzheimer patients, the change of providers and management companies that caused the loss of our Certificate of Authority and Marriott's long delay in signing as the provider on the Certificate of Approval that resulted in considerable loss of revenue and good will in the community, and

WHEREAS she has always been forthright with the Board of Directors and the Corporation members in explaining problems that the Community faced and in offering solutions that would benefit the members, and,

WHEREAS it is the opinion of the Board of Directors that Marj Peterson has proven to be an outstanding Executive Director in her ability to unravel long standing accounting problems that have plagued both this Corporation and the Rancho San Antonio Retirement Services Corporation, and

WHEREAS a majority of the Board members who completed the Marriott Management Appraisal *Form* regarding Marj Peterson ranked her as exceptional in many areas, to wit:

Far exceeds job standards even on some of the most complex parts of the job. Turns in peak performances. Extremely accurate worker , rarely makes errors. Seized the initiative in the development and implementation of challenging work goals. Exceptionally dependable in accomplishing job assignments. Requires practically no direction or supervision. This category is reserved for a select, small percentage

of employees whose performance level is far above what is normally expected....

and

WHEREAS the Board appreciates the difficult position of any Executive Director in this community who must respond to two masters--the Management Company and the Board of Directors and

WHEREAS The Board further acknowledges that her work with and for the Board has been highly effective,

THEREFORE BE IT RESOLVED that the Board .of Directors of this corporation expresses its deep appreciation and satisfaction with the performance Marj Peterson as the Executive Director of our community and commend her for her service here.