



75 south frontage road  
vail, colorado 81657  
(303) 476-7000

TO WHOM IT MAY CONCERN

Re: Letter of Reference for PMI

Profit Motivators International (PMI) was hired by the Town of Vail to complete a preliminary organizational analysis for all municipal departments. PMI approached the project with professionalism and enthusiasm. I was impressed with their ability to gain the information they needed in a direct yet tactful way and not offend any Town personnel by giving an overt impression of an outsider examining a departments turf. PMI was also very open in their preliminary findings. They capably summarized the Town's operations and factually stated the strong and weak areas of our organization and the areas needing improvement.

If there are questions concerning the Preliminary Analysis, please feel free to call me at (303) 476-7000, ext. 206.

Respectfully,

A handwritten signature in cursive script that reads "Charles Wick".

Charles Wick  
Director of Administrative Services

CRW/ds