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Matthew R. Grabell, Esq.  
Employee Relations Solutions  
Two University Plaza  
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Dear Matt:

As I celebrate my third year as a partner at Oxygen Fitness Club, I want to send a note of appreciation to those who have made my experience a successful one. In your case, I can truly say that I could not have done it without you.


When we first met over four years ago, as you became a more active member at Oxygen, I knew that you were an employment attorney but I did not really know the extent of what you did. As we spent more time together, I began to understand all of the little things that an employer must be aware of in running a business. It was natural, therefore, to seek your advice and guidance before, during and after I made the critical decision to become the managing partner.

All of the sudden, I gained responsibility to hire, train, supervise, discipline and terminate employees. While I had prior extensive experience as a manager, I saw things from a totally different perspective once I was an owner with a stake in the outcome of the success or failure of the business.

The confident manner in which you shared your knowledge of various employment issues that I presented to you led me to feel safe that I was making the right decision each time. In fact, I am quite sure that on more than one occasion, had I not followed your advice, I would be involved in a lawsuit. Now, I will not make an employment decision, no matter how minor, without first consulting you.

Thanks again for helping me to reach this milestone in my career. I look forward to continuing our relationship well into the future. You have become a valued friend.

Very truly yours,

  
Ishmael Kennedy