



21 January 2003

Suite B300

Rich Oppel

11044 Research
Boulevard

Via: e-mail at roppel@statesman.com

Austin, Texas 78759
USA

Dear Mr. Oppel,

Telephone:

512.795.0795

On behalf of JMJ Associates, I would like to express our appreciation for the acknowledgment our organization received in the article that appeared in the Sunday, December 29th edition of the Austin American Statesman. While it is true that any kind of public exposure can have a positive impact, it is equally true that such exposure, if misinterpreted, can be harmful. For that reason, I would like to add clarification about the nature of the work JMJ Associates provides our clients and the actual role Mr. Strycker fulfills for our company.

Facsimile:

512.795.8795

Rick Strycker is the Director of Development for JMJ Associates and a member of our Global Leadership Team. He is accountable for the design of our consulting practices and the development of our people. In your recent article, Rick's role was described as being an "executive spiritual advisor." There is no role in our company called "executive spiritual advisor" and the role of teaching "compassion to his fellow executives" does not exist.

Austin

London

Furthermore, it would be inaccurate to interpret Mr. Strycker's role at JMJ to include "...reading and contemplation, meditation and prayer." It is accurate that this is part of his *personal* lifestyle. Although JMJ welcomes the diverse perspectives of its employees, we do not affiliate or endorse any particular religious or spiritual practices.

Melbourne

JMJ Associates provides a unique offering that involves creating a work place environment that produces extraordinary performance where people feel valued and experience being an integral part of their organization. In our approach, we explore an individual's personal and organizational values and commitments and work with them



15 Years of "Making the Impossible Possible"



to take on seemingly impossible tasks (such as eliminating injury in industries where serious injury is common), and then achieve those tasks. We are proud of the work we do and the significant impact we have on industry and people's lives throughout the world.

Some might use the word spirituality to capture the essence of what we do. We call it "Making the Impossible Possible®."

Sincerely,

Steve Portner
CEO, JMJ Associates