

Campbell Group
126 Josephs Way
Frazer, PA 19355-1669
U.S.A.

Mr. Larry Lux,
21102 West Cyprus Court,
Plainfield, IL 60544

7/30/2008

Dear Larry,

It is a pleasure to endorse your recommendation of Mr. Al Fluman for the Career Achievement Award of IAEM. I have had the pleasure of working with Al for over 15 years in his capacity as Chief Exercise Controller, Section Chief and Branch Chief.

He has provided both management and direction to federal, state and local staff, along with contractors, in a fashion that encouraged all to expand their personal abilities while achieving programmatic goals. He has been able to interpret often conflicting guidance to be able to help communities develop emergency management systems in each of the states and territories, as well as in several overseas countries, that protect citizens from natural and man-made disaster and emergencies.

AL has an intuitive sense of what is needed at each of the levels in a cost-effective fashion. This set of abilities provided him in good stead when he was charged with leading this country's NIMS program.

Sincerely,

A handwritten signature in black ink, appearing to read "Timothy R. S. Campbell". The signature is written in a cursive, flowing style.

Timothy R. S. Campbell