



Mr. Troy Evans
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To Whom It May Concern:

It is with great pleasure that I recommend Troy Evans who spoke to the Metro-Phoenix Human Resources Association in January 2003. Troy's program of overcoming adversity, adapting to change and reaching one's full potential was riveting and amazing!

It gave HR professionals a first-hand look at how the workplace can benefit from individuals who turn adversity into opportunity. Troy's story inspired all who attended and is a must see for many young people and students who can learn valuable lessons from Troy's taking personal responsibility for the mistakes he has made in his life and what he has done to turn those consequences into positive and productive outcomes. Programs like this will have a very positive impact on the workplace of tomorrow.

As a former President of the Metro-Phoenix Human Resource Association, and current Regional Director for the Society for Human Resource Management, I applaud Mr. Troy Evans. My hope is that many more individuals will have the opportunity to hear his important message of inspiration.

Mr. Evan received a standing ovation and hearty applause from over 200 Human Resource professionals who admired his courage and were positively moved by his story!

Sincerely,

Mark E. Christensen
SHRM Region VI Director