

February 7, 2007

To Whom it May Concern:

This letter is in reference to Mr. Charles H. Arndt. I have known Charlie for over 15 years. I initially met him while he was the Executive Director of the Ohio Association of County Boards of MRDD and I was a Board member of the Richland County Board of MRDD.

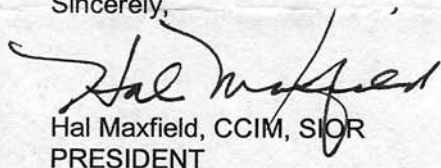
During my second year on our local Board, I was elected to the State Board of MRDD where I served for 12 years. During that time I was President of the State Board for two (2) years. My duties as member and President required my working closely with Charlie. I always found him to be innovated, imaginative, loyal, honest and a devoted employee and leader.

It's my opinion that without Charlie at the helm of Ohio's Association of County Boards, that organization would have folded. His management skills and his ability to raise funds were instrumental in the continuance and success of that organization.

But by far, his greatest strength was his ability to successfully lobby State Legislators to obtain changes in state law that benefited the MRDD community in general and County Boards specifically. Through his efforts County Boards realized over the years tens of millions of dollars for use in serving MRDD clients and patients.

I've been a member of the corporate world, I've owned my own company for over 20 years and it's my opinion that any company or organization would be fortunate to have Charlie as a member of their staff.

Sincerely,


Hal Maxfield, CCIM, SIOR
PRESIDENT

HM/st



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