



Doug Nielsen  
Doug Nielsen Communications  
P.O. Box 150526  
Ogden, UT 84415

Dear Doug Nielsen,

Thank you for the positive impact that you bring to our operation. Your delivery style and message affirm our continued success. I look forward to your sustained support and involvement in transforming our ownership culture.

Sincerely Taking Life by the Helm,

A handwritten signature in black ink, appearing to read "S DeNaughel". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Scott DeNaughel  
Human Resources Manager  
Layton Dairy Plant