



Tupelo - Lee Humane Society

P.O. Box 1185 • Tupelo, MS 38802 • 2400 S. Gloster • Tupelo, MS 38801

Phone: 662-841-6500 • Fax: 662- 841-6501

To Whom It May Concern:

Please accept this letter of recommendation in respect to the professional consulting services provided by Animal Shelter Services. Tupelo-Lee Humane Society (TLHS) retained Animal Shelter Services to conduct a comprehensive shelter evaluation of TLHS, located in Tupelo, Mississippi. The scope of the shelter evaluation included several weeks of collecting data and information about TLHS followed by three days on-site, evaluating the operations of TLHS. The team, comprised of Tim Crum and Marlene Walsh, examined everything from the physical conditions of our facility to operations; from policies and procedures to animal care and feeding; reviewed our fundraising, marketing and community relations; examination of our entire volunteer program; inspection of board governance practices, policies and governance model; as well as looking at other things such as our record-keeping, vehicles, and condition of TLHS grounds.

As the President of the Tupelo Lee Humane Society, I was pleased with the work that was provided to us. In addition to the evaluation they performed, the team at Animal Shelter Services donated 56 hours of management consulting services over a four-week period to assist us through a challenging transitional period. Their consulting services provided guidance and help preparing policies, procedures and advice on handling difficult situations. We value and appreciate this service as it helped guide us through a difficult period.

Given our organization's experience, I would recommend Animal Shelter Services.

Sincerely,

A handwritten signature in black ink, appearing to read "Nelson Gravatt".

Nelson Gravatt

President