

February 17, 2025

Kit Welchlin  
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Dear Kit:

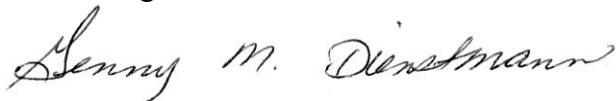
I am writing to extend my heartfelt thanks and appreciation for your outstanding keynote presentation on generational communication at the ND Association of County Engineers 2025 County Roads Conference. Your entertaining and viable take aways of how different generations communicate and how our organizations can bridge these gaps was not only enlightening but also incredibly practical for our audience.

Your ability to engage with such a diverse crowd, ranging from Baby Boomers to Gen Zers, was impressive. The strategies you shared on enhancing communication, promoting collaboration, and leveraging each generation's strengths was a great way to connect it all together.

Feedback from attendees has been very positive, with many remarking that your session was one of the highlights of the event. You provided actionable takeaways that will no doubt help our team members communicate more effectively across generational lines, both in and out of the workplace.

Once again, thank you for being such an engaging and entertaining speaker. We appreciate you joining us in North Dakota in the middle of winter; you are definitely a Midwesterner at heart!

Warm regards,



Genny Dienstmann, CAE  
Executive Director