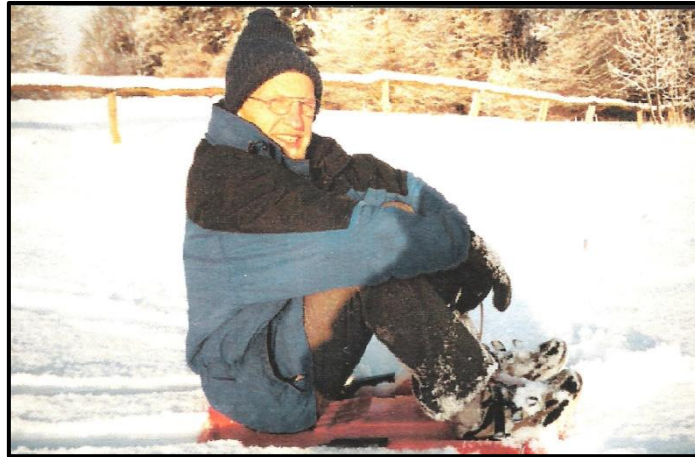


Tribute to Dr. Ron Noll



May 2004

Dear Barbara and family,

Ron is a dear, long-time friend and colleague of ours. We will miss him! Whether we worked together in Holland, Germany, California, Singapore, Thailand, or wherever, he was so supportive, fun-loving, and full of very helpful insights. "Now remember to get behind your Asian colleagues and not in front of them, Kelly," was just one of his many prudent suggestions. Ron persevered through lots of challenges along with you, Barbara, as together you helped to pioneer member care in Asia and Europe. Thank you! Ron's creativity, professional input, and that indescribable quality of "Ron-ness" were very special indeed. We know how much you must miss Ron already. The Lord will be with you...

With much, much love and appreciation,

Kelly and Michèle O'Donnell