



FLUOR DANIEL

Fluor Daniel Hanford, Inc.
P.O. Box 1000
Richland, WA 99352

September 21, 1998

Mr. B. L. Lenzer
DynCorp Tri-Cities Services, Inc.
G3-07
Richland, WA 99352

Dear Bruce:

LETTER OF APPRECIATION

Please accept our sincere appreciation for your outstanding contribution to the development and delivery of the HANDI 2000 Work Management Business Case. As a result of your efforts, our team has been recognized by Fluor Daniel Hanford, Inc. as having completed one of the most important milestones for fiscal year 1998.

Teaming in a multi-company environment, on short notice, to accomplish a near-term, high visibility mission requires a unique personal disposition that you proved well-suited to. Your communications between the team and your company brought to bear a final decision based on fact, eliminating the intuitively-based biases established prior to this point.

Specifically, we would like to recognize you for the following:

- * raising the Infrastructure management level of interest through first-hand demonstrations, documentation, and discussions
- * successfully managing the concurrent roles you played in your HANDI 2000 Business Management Systems implementation function and the Work Management business case
- * your ability to learn and apply new methods and tools
- * your willingness to accept and implement new ideas
- * your personal hours worked on weekends and scheduled facilities closures
- * your knowledge of the Infrastructure environment
- * your expertise in leading and facilitating the Infrastructure executive panel toward a fact-based business decision
- * your careful handling of the Infrastructure funding, timing, and value issues
- * your value judgments in weighing the importance of issues.

