

**ASHLAND.**



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One of the best things I remember about you was I put you in front of the President of Valvoline (Jim O'Brien) within a very short period of time of you being in the company to present the Latin/South America analysis work you had done. I was very impressed and so was Jim.....and you know he went on shortly thereafter to be the CEO of Ashland so he knew good work when he saw it! That is a story worth sharing with Jude. I can tell you it was rare in Valvoline for someone so young and new get the opportunity to present in the boardroom to Jim. No way would I have let you do that if I was not highly impressed with your work and confident in your abilities. And you were what age.....maybe 18 at the time :- ). Maybe a bit older but not by much!!!

Mitch Skaggs  
VP of worldwide Consumer Products  
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