

Coach Gunnar,

We are writing today in the best interest of the team. It is our understanding that Paul's coaching position has been eliminated. We ask that you reconsider this decision for the following reasons:

- Paul is an amazing swim coach – we are lucky to have a coach on our team that has such an extensive resume of swim coaching accomplishments, knowledge and experience
- He has an ability to make the kids work and achieve their goals - many times without even realizing how hard they are working
- His training sets are very creative and varied and swimmers generally have a better attitude about his practices leading to a better attitude and better swimming
- He has an eye for getting the best out of kids so that they can reach their full potential and make them feel good about themselves
- Paul has a reputation for using that eye and his technical knowledge for fixing strokes like no other. His tweaks have resulted in personal bests in a variety of events for numerous swimmers
- Paul's age, experience, and expertise help provide the balance needed on the CW coaching staff
- He genuinely cares for the kids on this team and wants to see through on the progress he is making with numerous kids.
- If he sees something wrong with the way his swimmers are swimming, Paul takes action and takes the time and effort to make corrections even when they may not be an easy fix
- Retaining Paul is in the best interest for the future of this team considering how many age group kids Paul works with.

We have been told that one of the reasons Paul's job was eliminated was because our membership is down. We can think of no better recruiting tool then retaining Paul, who season after season has produced outstanding swimmers, consistently noticed by swimmer, swim parents, and coaches from other teams.

You commented at the CW banquet a few years back that Paul has a passion for the sport that is remarkable. His life-long love of the sport as a swimmer and coach makes for a wealth of knowledge and enthusiasm for swimming. His departure leaves a large hole that will be difficult if not impossible to fill.

One final request – we ask the content and the names on this letter be kept confidential. Thank you.