CORPORATE ANNOUNCEMENT

FOR

CATHERINE RIZZA

Hello everyone. I’ve asked you all to this meeting to share some news and to just take some time to reconnect with all of you. It’s also reassuring that we’re here for acknowledgement, encouragement, and to let all of you know that positive steps are being taken to ensure the outlook for our company. Although the main purpose of this gathering is to introduce a person who really needs no introduction, I want all of you to view her in a new light (**If you want you can say**) as she is now “formally” becoming one of us…. although the truth of the matter is that she has watched over us, guided us, and has had our collective corporate backs in many capacities for the past fifteen years, today, we are very proud to make it **official**.

I’d like to paraphrase the Scottish philosopher Thomas Carlyle, “The work an unknown (or freelance) (**If you want to use a different expression like contract, part time, etc, choose whatever suits best)** good man (or woman) has done is like a vein of water flowing hidden underground, secretly making the ground green.” That expression makes me think of Karen \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. As I’m sure most of you know, Karen has known us and has been our contact through her staff position at \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, our CPA firm for the past fifteen years. As such, she has known our business structure and history, our mission, our progress, our outreach and our challenges. She has watched over us almost silently, while doing her best to give us sound advice and support. Karen always impressed us as the kind of person that would be an asset to any organization. She is intuitive, knowledgeable, enthusiastic and… (**if you want to make a joke** **you can say**) ….. oh and hopefully after I get done, still humble!! (**Wait for the laugh**). …But knowing Karen as well as I do, she’ll smile and say thanks and want to get back to that project she’s been working on!!

Although we were all very (**deeply?**) saddened by the death of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (**It wasn’t clear to me you are referring to the owner of the CPA firm or you late husband so if I have to clarify this further, please let me** **know**) last October, the opportunity for Karen to work here two days a week presented itself and in so many ways we all found our way through a healing process by being productive as a team. I’m sure all of you are aware of the progress we’ve made on the global front as Karen worked with \_\_\_\_\_\_\_\_\_ our International Marketing Manager to review and renew agreements with our foreign sectors. She’s been a tremendous contributor as she worked with the staff to launch our much needed billing system, and if that weren’t enough, Karen has worked closely with our corporate attorney on so man other matters critical to the growth, health and sustenance of this company.

The energy and enthusiasm that she demonstrates is infectious… in a **GOOD** way!!! All she has to do is hear about a project and off she goes! Many times in the past year I’ve heard those words from her, “While I was at home last night surfing the web….” and that is not so secret code for, “I’m interested, I care, let’s figure this out and find a solution.” Even with her busy after work schedule-I mean being a single mom to two great daughters is a big enough job, but she demonstrates her commitment to what is important in (thankfully) equal measure and from my perspective as a business owner that is very gratifying.

In the past Karen also had a special understanding with the founder of our company (**How do you want to handle mentioning your husband? Is this** **okay?**), my late husband John. He used to like to present challenges to her, particularly with regard to his philosophy regarding taxes, but no matter what stumbling blocks he tried to provide, Karen managed to win his confidence and respect and ultimately he took her advice regarding procedures and practices.

Those of you who have worked with Karen so far can see what kind of a person and professional she is. She always has a smile on her face. She’s always willing to lend a hand, pitch in, and work to a common goal. She’s easy to talk to… and she’s a great listener, in fact, several of us have likened our conversations with Karen to going to confession!! (**Wait for the laugh**). (**You can also say**) What a relief afterwards!! For those of you that have recently started interacting with her, we’ve had comments that Karen instills confidence and that there is a feeling that the job will get done when Karen is involved.

We are constantly trying to think of new and meaningful ways to expand the base of our business. We’re always considering and reviewing possible new collaborations. Another project that was introduced to Karen is the joint venture we’re working on with Brigham and Women’s Hospital. Although over the years we’ve participated with them in several smaller projects, currently we are in negotiations (**Do you want to reveal the exact nature of the new program? Do the employees who will be present know about this project, or would you rather say**) with B + W to establish a far-reaching initiative that will support prospective parents. As soon as Karen heard of this collaboration, she went home, “did her thing,” and ran in eagerly the next day armed with research to help all of us to understand the nature and implications of building a large and successful new program, one with tremendous potential for future parents, B + W, and of course, NECBB (**is this the** **correct acronym? If not, please revise**). She researched all of the important angles as a whole business and also for what it would take to operate it from not only financial, but also medical and administrative points of view. If **THAT’s** not thinking outside the box, then I don’t know what is… after all; Karen has a background in **FINANCE!**! The plain fact that she takes such a global interest in many phases of this organization is worth this moment of recognition. It’ a pleasure to have an encounter with her and even though there is almost always a smile on her face, her enthusiasm, conversations and responses are backed by research and facts.

It is with all of that in mind that we are very pleased to announce that as of \_\_\_\_\_\_\_\_\_\_\_, 2014, Karen \_\_\_\_\_\_\_\_\_\_\_ will be the new CFO and General Manager of NECBB. It’s clear that Karen brings many characteristics to our management, all of which offer tremendous support in taking this company into a new era. Since my husband’s untimely passing, I‘ve worked closely with Joe and Karen and I am confident of the power, resourcefulness, and resilience behind this great new team. I have seen and know, that if something needs to be done or explained, Karen will find solutions explain with greater ease and efficiency and ALACRITY-that means a “cheerful willingness.” And she does it all while focusing on our accounting, tax reporting, and keeping this company on the right financial track.

Of course, Karen is a great addition to this group, but that’s the whole point. Each one of you is as important a member as Karen is. No one person can keep any company going-a healthy and viable organization relies on every member for his or her unique strengths and characteristics, and above all, each team member’s cooperation is key. A manager or executive is only as effective as the people executing the details. Appointing a person like Karen to this position is a vote of confidence by us, for you. It says that we believe this company will sustain and grow-with the proper framework in place.

The past year has been so challenging on so many levels and I want all of you to know I consider this the dawn of a new era at NECBB. Although going forward, I may not be as involved in the day to day operations as was necessary when we were in crisis, I feel confident that Joe and Karen will do whatever is needed to guide this team into new areas of growth and accomplishment. As always, I want to thank each one of you for your dedication and service to this company and I look forward to witnessing much productivity and many achievements for all in the future.

Here’s to writing the next and most successful chapters of our history!! Thank you all!