

The Marked Tree Tribune

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To Whom It May Concern:

I am very happy to have this opportunity to recommend Robert D. Allen to you as he attempts to gain employment with your firm.

Bob served me as editor of the Trumann Democrat in 1971 and 1972 before entering the U.S. Army. I was lucky enough to persuade him to join the staff of the Marked Tree Tribune in 1988.

The group of owners asked Bob to take the reins of the Tribune and turn it around for us. He did that as he met with officials and residents of the three communities served by the Tribune and quickly earned their confidence and respect. He further renamed the newspaper "The Tri-City Tribune" to reflect the fact that all three towns in the triangle were equally important and would be treated fairly in news coverage. With the exception of a "country correspondent" and society editor, he was the entire newsgathering and editing staff. He did all the photography and darkroom work as well.

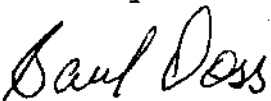
Bob even mastered our new Macintosh computer system on his own and used the equipment to totally revamp the newspaper into a respected voice of the communities.

He did everything we asked of him and more. Unfortunately, the Tribune was suffering financially as are many small weeklies throughout the country and we were forced to cut costs. This included letting Bob go and hiring someone who would work on a part-time basis.

There is no way I can tell you what Bob's work accomplished. He was a hard worker and sometimes I thought we would have to put a cot in his office since he was always working on something new. He preferred to do much of his work when the phones were quiet and nobody was around.

He worked well with the rest of the staff and guided us well during his stay and I recommend him highly to you. I consider him a friend and I respect his abilities more than I could ever explain. He can do a tremendous job for any organization and few have his extensive background at such a relatively young age.

Thank you.



Paul Doss
General Manager