

Ricky,

Your letter helped me realize that I have not been expressing my thankfulness for what the opportunity of Income School and your influence have created, as often as I could have. Income School from the beginning has represented an amazing place to help people and build new things. I've absolutely loved having the ability to create value and valuable things for the team and our clients. I've fully enjoyed the chance to work with you personally, travel, and see your passion for doing good and choosing excellence. You've been an inspiration to me. Thank you for providing that for me and the others on the team! It's not easy to do what you have done and continue to do, and I'm so grateful you've chosen to do it.

There are several things within your letter that I agree with and feel like I very much understand your perspective and concerns. Primarily I agree that my effort and energy has not been where it could have been during this remote period of work. Even though I did do more than your letter listed during the same period, I apologize, acknowledge it, and intend to do better.

There are also some things I disagree with within your letter, as well as some problems I feel are not covered. If you'd like a discussion on it we can talk more in person or over the phone if desired.

Overall, it seems like our work relationship might be suffering from 1) a lack of communication and 2) a lack of understanding of each other's vision and goals for the work we're doing. We're both flawed humans (especially me!) and right and wrong on a variety of things. I'm ready to own my mistakes and move forward.

I genuinely think that further discussion would be a valuable next step. I know this might be difficult with the travel situations we have going on right now, but I look forward to hearing from you, and until then I'll work by the guidelines outlined in your letter.

Cheers,
Nate