



DON KING PRODUCTIONS, INC.

TO WHOM IT MAY CONCERN

I appointed Kimia Zabihyan as VP Television at Don King Productions in 1999 and she proved to be an excellent appointment. During her tenure, the department produced riveting and innovative marketing, promotional and documentary material that set precedents in our industry. She restructured the photography and marketing departments and proved herself beyond measure often against tremendous obstacles. She always performed.

I have rarely met anyone of her caliber. She combines her understanding of international politics, cultural diversity, and the media, with determination, people skills and extraordinary creativity. Her handling of some tough situations that would have taxed many others has impressed me. She's quick, intuitive and analytical and shows sound judgment. I came to trust her ideas and her editorial decisions.

Kimia is a great manager of talent. She knows how to recruit, and train staff. Her appointments represented savings and better performance. That was impressive.

Kimia is well rounded and could make a valuable contribution to many organizations. Her diverse background, intellectual ability, management skills and considerable experience as a journalist and filmmaker in four continents make her very versatile. She is just as comfortable with old media as with new media and she can bridge gaps.

I have found Kimia to be a person of integrity. She takes very seriously her obligation to offer the best advice she can to her superiors, to argue her point of view cogently and persistently, and then once decisions are taken to support those decisions.

Kimia brings an unusual angle to most situations. She is a superb filmmaker and I often admired her style in the short films she produced about my life and travels in a way that had not been collated in my 30-year career. She brings care and affection to her work and works hard at understanding the nature of the characters she is depicting. Her diversity and her persistent rare individuality and character make her very unique.

In the 8 years she worked for me, she advanced the interests of the company, the brand and my interests personally. She will be sorely missed. However I am certain I will hear of her continued success in whichever direction she chooses to develop next in her career.



DON KING
FOUNDER, CEO DON KING PRODUCTIONS

501 Fairway Drive, Deerfield Beach, FL 33441
Telephone: (954) 418-5800 ■ Telefax: (954) 418-0166