



June 22, 2010

Recommendation of The Parkland Group,

This is a letter of recommendation for Larry Goddard and The Parkland Group whom we have had the privilege of working with on two separate occasions.

Our first experience with Larry and The Parkland Group was in October of 2007 when we contracted with them to do our initial "SOAR to Strategic Excellence" program. This event was a wonderful experience for all of our participating team members and proved to be both enlightening and constructive. Larry and his staff did an excellent job of teaching, facilitating and mentoring our team throughout the entire process. We were extremely pleased with the day long program and the many take away items we had to work with.

Our second encounter with The Parkland Group was in April, 2010. This was during our most recent "SOAR" event. We were very interested to go through the process again to see where we stood as a company and to measure our progress in total. Again, Larry and his team did an excellent job throughout the entire day long process and as a team we were very pleased with our continued growth and development.

In closing, I would highly recommend The Parkland Group to any company that has a desire to better understand their business and open aspirations for continuous improvement.

Sincerely,

Rod Howell
President/CEO