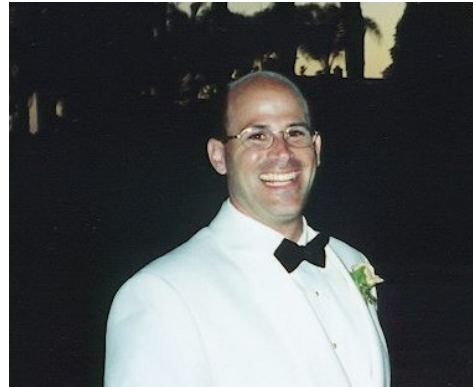


Dear Behnam,

Making the financial commitment to hire you and your staff for organization development and business consulting was not an easy decision. Having lost over \$500,000 in gross sales from the previous year I was in the most difficult financial fight of my business career. As the owner of three diverse companies I realized we needed help.



Your quick, decisive actions provided the foundation from which we are now building our businesses. The direct result can already be seen within each company I own, in the first two months of 2002 we have already surpassed the entire gross sales for 2001 and we foresee reaching our three year goal this year. We have relocated and restructured a manufacturing facility, which simultaneously lowers overhead by 20% and increases productivity 18%. Lastly, you have created a path, which will enable me to achieve my personal and business goals.

I want to thank you for what you have provided and continue to provide for me and my organizations and I am confident you will remain part of our growth for years to come.

Sincerely,

Richard Spencer  
Chairman of the Board  
Randall Companies  
800-741-3255  
[www.randallcompanies.com](http://www.randallcompanies.com)