



May 8, 2007

Jason Kleid, LLC  
12370 Arbor Lakes Parkway N  
Maple Grove, MN 55369

Jason:

Let me start by saying that I sincerely appreciate the contributions you have made to our organization.

Your passion and skills for developing individuals is evident in your interactions and communications with our employees. The executive team has received excellent feedback from our salespeople from your one-on-one coaching efforts as well as providing professional sales training. In addition, we appreciate your contribution by writing articles on communication and leadership for our company newsletter. The feedback from our clients is very positive and helpful.

You have fulfilled every expectation of the executive team by providing valuable insights to help us identify best practice in selling our risk management services, managing, leading and developing our growing organization.

Our expectations will be to continue to utilize you in our recruiting process by using your assessment tools and by your valuable participation in the interviewing process. Your knowledge, passion and ability to teach the critical elements of Behavioral based interview questions and identifying talent through the benchmarking sales attributes has increased our hiring success ratio from approximately 50% to 90%.

If at any time, a potential client of yours would like my feedback, I would be more than happy to provide it. Please feel free to have them call me.

Thanks again for your commitment to RJF.

Respectfully,

Timothy M. Fleming  
President  
RJF Agencies, Inc.