

Mike Popovich
Chief Executive Officer
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Greetings,

We have just finished a year and a half consulting relationship with Glen Aubrey. When we met, this organization was in need of being re-birthed and focused. Glen helped us evaluate our operational structure and health. We clarified our desired direction and determined what the desired outcomes should be.

Glen began training and the development of CORE TEAMS and teaching principles that are needed to succeed in a people-oriented business. We started with the value of those working in the organization. "People are more important than what they do." And, "Great job performance comes from great relationships." These two guiding values have created an entirely different work atmosphere where each member of the staff experiences trust with the other members of the staff and has ownership of our end product.

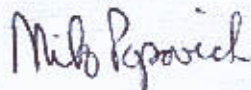
In addition to the evaluation and training portions, Glen and his staff work individually with each employee clarifying their area of expertise and passion for their job. This investment coaching is unparalleled in my previous experience with consultants. Through this very hands-on involvement several staff adjustments and changes were made during Glen's time with us.

Currently we are very focused and functioning with a high level of excellence. We are enjoying good relationships among the staff and moving well toward our desired goals. The clients we serve are also very aware of the changes that have occurred and our business is growing.

The decision to invest in the services of CTRG was for us a commitment to excellence and determination to attain greater impact in our community. We are now experiencing the fruit of that investment.

If you are serious about being the best in the business you are in, then I highly recommend you acquire the services of CTRG. Glen Aubrey and his partner Rachel Newhall-Pinney and their staff will exceed your expectations and provide beyond their promise of service. In the process you will also enjoy the friendships that will develop.

Sincerely,



Mike Popovich
Chief Executive Officer