



March 9, 2001

Creative Team Resource Group
Glen Aubrey
5660 Amaya Dr., Suite 179
La Mesa, CA 91942

Glen,

I want to express my appreciation to you and your staff for bringing your team building concepts to Teldata. We were certainly in need of something to bring direction to our Company, the philosophy you presented was far beyond our expectations. The integrity and personal commitment by both you and Rachel were instrumental to the success of the program.

You have certainly taught us the importance of the concept "people are more important than what they do". Putting that into practice was not always easy, however I have seen many relationships improve and it has impacted the company in a very positive way. I personally have grown in my thinking and actions as a result of your program. I am trying to be a better listener and you'd be amazed what you learn when you learn to listen rather than always talking. I look at people with a new and renewed understanding and compassion.

Our company has benefited in many ways and I would encourage any company to implement this training. They will be forever changed.

Sincerely,

A handwritten signature in blue ink that reads "Bonnie Christians". The signature is written in a cursive, flowing style.

Bonnie Christians
Human Resource Specialist