

September 28, 2006

To: International Profits Associates

From:

To whom it may concern,

We are a company that was already doing well financially but our managements skills were still at the "Mom & Pop" level. We were frustrated and to the point of having to decide if we were going to downsize to handle the load. _____ came in and immediately become a "partner" in our business, caring at the same level that we did about our business and the welfare of our employees.

Implementing incentive programs such as health insurance and 401K, he has helped us secure valuable employees who actually like working here. Developing an organizational chart and job descriptions, everyone knows their job and who to report too. This has changed attitudes and brought creativity we have never experienced before. Growth has become a positive instead of something to dread.

Mr. _____ has taught me to see the potential in a situation, make a plan and then implement the plan without a lot of discussion (continuously hashing of the pros and cons). This program with all the management tools and answers to employee issues has truly changed our lives. We are motivated and encouraged by the changes we have seen in ourselves and our staff.

We would be proud to recommend _____. He has not only changed the way we see our business but has become someone we are blessed to call "Friend".

Respectfully,

