



Henard Metal Fabricators, Inc.

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Bangs & Company
Business Consulting Services
30 Nancy Drive
Novato, CA 94947
Attention: Larry Bangs

Larry,

We would like to express our appreciation for your help in coaching us through a most difficult time. It seems that as our business has grown our philosophy for management has remained the same. Instead of delegating the responsibility and accountability for particular jobs to others, we were, in fact, heaping more and more to our personal account, making us inefficient and ineffective in our management style. Your coaching has redirected our energies from 'reactive' management to a 'proactive' management.

We have now in place business goals that are consistent with our business philosophy. We have a purpose for existence rather than just surviving. We have written values that we are committed to keeping with our employees as well as our customers. This is not to say that we did not have a basic idea of the aforementioned items. We did. However, it was through your coaching that these things were vocalized and written. With this in hand, we have new focus and new direction, not only our business, but our personal life also.

Robert and I are very satisfied with your help in the re-directing of our company and would recommend to others with similar conditions to invest in themselves and their company to avail themselves to your service. This is not to say that Bangs and Company Inc. is a cure all for what ails you. It is to say that the principles proposed and implemented by Bangs and Company, with a lot of hard work, will work!

Thanks,

Morris and Robert Henard
Morris and Robert Henard

MH/lph

- GENERAL
- ANTIQUE METAL WORKS
- STRUCTURAL STEEL
- RESIDENTIAL, COMMERCIAL HANDRAILS
- SECURITY DOORS
- BLACKSMITHS
- METAL STAIRS
- STRUCTURAL COLUMNS
- METAL SPIRAL STAIRS
- STEEL WINDOW GUARDS