



Structural
Repair

License
Number
418376

P.O. Box 2500
Danville
California
94526

December 31, 1992

Bangs & Company
30 Nancy Drive
Novato, CA 94947

To Whom It May Concern:

We worked with Larry Bangs over a six month period during which he helped us in many areas. The most important areas to me were improving employee morale, improving office communication and efficiency, and cultivating a team spirit.

Larry has the ability to get to the core of a problem and develop specific steps to create the desired results.

I highly recommend Bangs & Company and will probably use their services again.

Sincerely,

WARD CONSTRUCTION, INC.

A handwritten signature in black ink, appearing to read "Arthur S. Ward", written in a cursive style.

Arthur S. Ward, President

ASW/em