

Winans Construction

Incorporated

March 28, 1990

To Whom it May Concern:

I am Paul Winans, president of Winans Construction, Inc., a general contracting firm based in Emeryville.

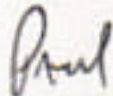
I have used the services of Larry Bangs for approximately one and a half years. While we have not been in constant contact, the work Larry has done with myself, my wife and our business impacts my life on a regular basis.

Larry worked with our company to help us turn an employee from a problem to an asset. Incidentally, I learned how to create the possibility of such a shift independent of Larry's involvement. This is a great asset in a business with a changing work force.

Larry helped all the different people in our company work together, focusing on common commitments. Since this ground work was done 18 months ago, we have seen dramatic positive differences in the way our employees and our company deal with powerful issues like responsibility and accountability.

We continue to work with Bangs & Co. presently. Their participation in our business has been tremendously helpful. I would be happy to answer personally any questions you might have.

Sincerely,



Paul Winans

February 1, 2006

To Whom It May Concern:

I am Paul Winans, president of Winans Construction, Inc., a residential remodeling firm located in Oakland, CA.

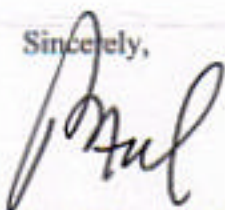
Our business has grown and changed over the 28 years we have existed. For many of the last 15 years we have worked with different business consultants.

Larry Bangs was the first consultant with whom we worked. Our work with Larry gave us a clear sense of purpose and possibility. Our business approach and practices improved as a function of Larry's results-oriented perspective.

When Larry made a life change that took him away from our area the work we were doing together ceased. What Larry had done when we worked with him has continued to have a positive effect on our business.

If you would like to talk with me about Larry and how he helped us I would be happy to do so.

Sincerely,



Paul Winans, CR