

Don C. Strouhal, Jr.
Vice President, Strouhal Tire

RE: Suzie Fleming

To Whom It May Concern:

I have had the great pleasure of working with Suzie Fleming of Fleming Business Interests for the past ten years. Suzie is a natural at motivating people whether it is in business or in the community. She is a gifted leader whom I have personally experienced bring people together for a common goal. I worked along side of Suzie while she was the business manager of a computer software company for four years. I have spent the most recent six years partnering with Suzie in executive coaching. She inspires me and the other participants to reach beyond what is expected and to accomplish more with little, or no more, effort. She also reminds me that a business' greatest assets are the people in that business.

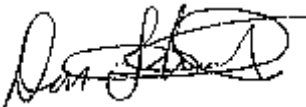
Hard work is threaded throughout Suzie's business ethic, but somehow she always finds a way to make it fun. I would say that her sense of the ethical is what makes her attractive to a diversity of cultures. She is masterful with making a multicultural team into one. I have witnessed Suzie produce extraordinary results with extraordinary people, I have also seen her produce those same kinds of results from the less motivated or those on the fringe of a team. To me, that's the greatest accomplishment - to take someone who might not have made it on their own and to have them shine.

Suzie, with her direct, honest, and respectful coaching style, would be an invaluable tool in increasing the effectiveness and productivity of a company, project team, or individual.

I would recommend Suzie to my friends as well as my competitors. I know my friends will thank me for it, and I believe my competitors would focus more on quality and honesty, which would only help my industry.

Suzie is one I can recommend with complete confidence.

Sincerely,

A handwritten signature in black ink, appearing to read "Don Strouhal, Jr.", with a stylized flourish at the end.

Don Strouhal, Jr.