



March 30, 1994

To Whom It May Concern,

Eagle-Gypsum Products recently began a Leadership Training Program for our entire management group consisting of about thirty supervisors. We selected Mathew Bayley, Principal, Fighting Chance Consulting, to develop and present a comprehensive program for our company. We have completed four day-long workshops, conducted by Mr. Bayley, and are very pleased with the results.

Mr. Bayley developed and tailored our program around the specific needs of our management group. Our program consisted of interactive training focused on improving communication skills, team building concepts, conflict resolution, reflective listening, and several other supervisory skill areas. Mr. Bayley utilized some of the concepts taught in his self defense classes and combined them with proven supervisory training techniques to provide a unique training program. He quickly gained the respect and confidence of our supervisors.

We plan to extend the training program to all our plant employees. Mr. Bayley is currently developing a program to focus on building teamwork and improving communications throughout the entire organization.

I am very pleased that we have already seen positive results in terms of improved plant performance. Our Leadership Training Program has provided our supervisors with the necessary tools to significantly raise their levels of supervisory expertise.

I can recommend Mathew Bayley and his Fighting Chance Consulting programs with complete confidence.

Sincerely,

A handwritten signature in blue ink that reads "John R. Foster".

John R. Foster
President and General Manager