



June 5, 2001

Stefan Dyk
Leadership Management International
Vancouver, BC

Dear Stefan:

As a follow up to our closing remarks at the completion of our Effective Personal Productivity sessions, I would like to state the views of our group (some 12 members) and myself related to the program.

The sessions provided an excellent forum to look internally at the manner with which our company operated and how each of the participants performed. As you heard during these sessions, personal performance was an issue for us.

The program was invaluable in identifying issues and concerns, providing a common methodology to approach and prioritize goals and most importantly, provided a planning and scheduling model that made all those attending far more productive. There were some skeptics at the beginning of the program but, in the end, all parties saw value and felt that they were performing at a more optimal level than when they started. Each session brought an important component to the full program. A powerful message was clear, that we needed to change the way each person and the company did things. This program provided the platform.

At this point, some weeks after the programs completion all participants are still using the success planner, we are focused on goals and are utilizing planning and scheduling to achieve our goals and objectives. Going forward we will be providing a forum that is similar to the one used in the program, to communicate goals and report on our current status. We will be supporting each other by providing feedback and direction in line with the lessons learned in the program. As I look at those who attended, myself included, I see more productive individuals, achieving more at work and personally, who appear to be far more satisfied with their performances. I believe that we have received full value from the program and would recommend it for any person or organization that wants to truly make sustainable improvement and develop key Managers and their staff.

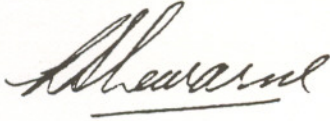
On a personal note I applaud your leadership and facilitation skills. Your ability to guide us carefully and consistently were directly responsible for the successes achieved by individuals and the company as a whole. On behalf of our group and Versacold, our thanks for a job well done. Best wishes in the future.

Versacold Group
Warehouse and Distribution Services

VersaCold

Please feel free to utilize this letter in any way you may wish. I would be prepared to speak to any individual or company considering your program. If they wish they may contact me directly at our Vancouver office (604) 258-0314.

Yours truly



RA (Bob) Lewarne
Senior Vice President Operations
Versacold Group