



December 7, 2018

Dear Karl,

On behalf of Construction Specialties I would like to take the opportunity to sincerely thank you for your presentation and participation in our National Sales Conference held in Napa, CA.

Your presentation was on point with our #OneTeam approach to our conference. Our audience consisted of a network of independent representatives who sell our products on a nationwide basis. Speaking about your Six Keys to Success provided wonderful examples of what it takes to become a successful leader regardless of professional discipline. We appreciated the time you took to get to know our company prior to our event. You effectively intertwined our successes and challenges with your personal stories from the playing field into your presentation and spoke with both humility and humor.

Our attendees were so impressed with how approachable and down to earth you were and enjoyed spending time with you during meals and on the golf course.

From start to finish you were a pleasure to work with and we would gladly recommend you as a motivation speaker.

Sincerely,

A handwritten signature in black ink that reads 'Stacey Gaskill'.

Stacey Gaskill
Director, Sales Operations

A handwritten signature in black ink that reads 'Karen Narlis'.

Karen Narlis
Market Researcher & Analyst