



May 2, 2014

Karl Mecklenburg
6372 S Zenobia Ct
Littleton, CO 80123

RE: Keynote Presentation
Annual Project Manager Retreat

Dear Karl,

I am writing to thank you for your memorable and impactful presentation given at our 2014 Project Manager Retreat. Your presentation hit the mark in many ways leaving a long-term, positive impression with many of our employees. Here is what impressed us the most:

You did your homework.

It was so refreshing to know you had a genuine interest in our company culture and goals for the event. The conversations leading up to the event gave me confidence that you would reinforce our message of teamwork, cooperation and perseverance.

You came early and learned more about our goals.

We were amazed at how quickly you neatly tied several of our objectives into the theme of your message. Our employees were impressed you understood who we are and what we are trying to accomplish.

You shared your stories with great humor and humility.

Everyone saw you as a "real guy", which allowed us to relate to your message of moving beyond perceived obstacles and never stop reaching for something you want.

You stayed engaged long after your presentation was complete.

Employees commented that you were nearly the last one to leave. Everyone enjoyed the post discussion and other connections made during the wrap up session. I wish I'd made a bigger effort to invite more spouses, because they seemed to create a unique energy that gave your message greater dimension.

In summation, we are very pleased with our decision to include you in our annual retreat. Please don't hesitate to contact me if we can ever be of service to you.

Sincerely,
STURGEON ELECTRIC COMPANY, INC.

A handwritten signature in blue ink that reads "Jeff Waneka".

Jeff Waneka
Group Vice President