



Programming
Planning
Design
Construction Management

June 24, 2005

Jon Seidel
EDP Consulting
3373 Guido Street
Oakland, CA 94602

Dear Mr. Seidel:

I want to thank you for the outstanding support you have provided to me and my company over the year. As a direct result of your consulting and the TAB group, my company's performance and operation has significantly improved in a number of areas. The following are highlights of some of the actions and programs that we have implemented as a result of our work with you

1. CMA's two vice-presidents and I now prepare and maintain One Page Strategic Plans. We have monthly meetings to review the plans and implementation metrics and take corrective action when necessary.
2. Rather than me carrying the total financial responsibility for the company, the two vice-presidents have now been given bottom line profit and loss responsibility for their divisions. We meet monthly to review financial statements and have implemented improved cost management procedures which are helping our bottom line.
3. CMA's organization chart has been revamped by moving me to the position of full time president, instead of part President and part Vice President in charge of project management.
4. The company now has formal incentive plans for vice presidents and senior project managers.

You've also been a great resource for finding other consultants in areas such as insurance and sales training. Finally, perhaps the most valuable service you perform is helping me to identify problems I didn't know I had, and helping to devise solutions.

Jon, joining TAB and gaining you as a business consultant was a great step forward to building my business and has shown significant results.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Gordon R. Fulton', written over a white background.

Gordon R. Fulton
President