



Focused. Responsive. Inspired.

March 23, 2007

Banther Consulting
1708 Gulf Beach Blvd.
Tarpon Springs, FL 34689

Attn: Dr. Barry L. Banther

Dear Barry:

I wanted to write you to thank you again for the impact you have had on Cogun and who we are as a company. The guidance you have provided in the design and direction of our Leadership Conferences over the past eleven years has enabled us to dramatically improve the way we relate to each other and our market. As you know, we have people from a wide variety of backgrounds that operate, often independently, over a broad geographical area. Your practical, hands-on exercises have blended us into a more cohesive coordinated team.

I have had the privilege of knowing you well before your involvement with Cogun and I can emphatically say you are a man of principle and character. In a day and age of gimmicks and fluff, your times with us have provided real substance. Our people can tell the difference and the positive effect you have had on some of their lives goes beyond their work at Cogun. In fact, we find your fingerprints on many of the improvements we've made.

I appreciate being able to be associated with the quality you represent. We have been able to continue to expand your services year after year to assist in developing some training materials, VSP follow up interviews, DISC assessments, etc. I look forward to our continued partnership, for I truly feel you are not a "hired gun", but rather an actual member of the Team.

Please feel free to use me as a reference any time. Thank you for your friendship.

In His Service,

COGUN

William L. Couchenour
President

WLC/lrf