



**BJB Electric L.P.**

6375 Alabama Highway • Ringgold, GA 30736 • Tel. 706-965-2526 • Fax 706-965-2528

June 17, 2011

To Whom It May Concern:

This letter is in regard to the services provided to BJB by Silvia Kaufold of K & T Consulting.

As an American subsidiary of a German company, BJB Electric has specific needs not only with internal cooperation and communication but with the added dynamic of coordinating efforts across international and cultural borders.

Silvia has provided and continues to provide valuable insight and direction regarding many facets of our company and our business. Her direct and results-oriented approach allows for the implementation of improvements in a systematic and timely manner. While she has helped develop long-term goals and improvements, she also enabled us to make changes or adjustments that resulted in immediate benefits.

Silvia's approach is no-nonsense, direct, realistic and effective. She enables you to see dimensions of your organization that you may have overlooked but more importantly she confirms what you may have suspected and encourages you to take the appropriate action. Her ability to assess individual competencies, capacities, and skill-levels combined with her understanding of human nature has made her a valuable asset to our organization. Her refreshing approach is primarily focused on getting a team unified in it's pursuit of common goals through optimum levels of communication and a deeper understanding of team members on an individual basis.

Silvia is equally effective for executives, mid-level managers, high-potential employees, and staff members.

Silvia has an enviable talent to use various approaches to enable a diverse group of employees to strive to attain common goals.

I would be glad to discuss our experiences with Silvia and her company in greater detail at any time.

Sincerely,

A handwritten signature in black ink, appearing to read "Joe Laufer", is written over a light blue horizontal line. The signature is fluid and cursive.

Joe Laufer  
President, BJB Electric, L.P.