



The Tree and Shrub Care Company  
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September 15, 2009

Mr. Ron Zeller  
C Solutions  
706 North 11 E.  
Orem, UT 84097

Dear Ron:

It has been a little while since you worked with our management team and I thought you would be interested to learn what the outcome has been.

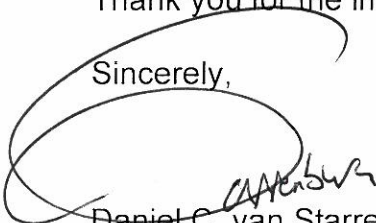
As you may recall, prior to the leadership work our profitability was like a seesaw: one year it was great and the following year it would be mediocre.

Ever since your engagement we have managed to perform consistently. Even this year with significant headwinds from a slow economy we will achieve our profitability targets. The single most powerful contributor came from gaining full alignment from all team members and having everyone understand what true North is for the company.

While in the midst of the work you engaged us in it was at times trying, tedious and difficult to keep everyone on purpose, the result speaks for itself.

Thank you for the immense contribution you have made to our organization.

Sincerely,



Daniel C. van Starrenburg  
President

DvS:ch

