

CIC PARTNERS

Ron Sturgeon
Auto Salvage Consultants.com
5940 Eden
Ft Worth, TX 76117

Dear Ron:

As a partner in a private equity firm, I've interacted with many entrepreneurs and successful business owners. You are among a very limited group of these people in your high level of dedication, contribution, and passion as evidenced in your key role in analyzing and executing the acquisition of GreenLeaf from Ford Motor Company.

I appreciated your enthusiasm for the consolidation opportunity in the auto salvage industry and more specifically for turning around GreenLeaf's business. You personally contributed significant expertise in the following areas:

- Knowledge of the complexities of salvage inventory accounting and practical solution to this difficult analytic exercise (costing methodologies, gross margin calculations, optimizing inventory turns, etc.);
- Knowledge of the salvage industry and the key issues for the organizations that comprise it, including salvage yards, salvage auctions, insurers, collision repairers, and regulatory agencies;
- High-level grasp of the issues in transferring licenses for the 25+ yards in 13+ states that were part of the transaction;
- Substantial expertise in understanding and managing in a practical manner the environmental regulations and compliance issues for auto salvage operations.

I thoroughly enjoyed working with you and your partners during our tenure as stakeholders in GreenLeaf, and I thoroughly enjoyed getting to know you. You have accomplished a tremendous amount in your business endeavors, and I wish you the best of success in your future business ventures.

Regards,



Fouad Bashour