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Mr. Ron Sturgeon 5940 Eden Haltom City, Texas 76117

Via First Class Mail

Dear Ron:

I wanted to drop you a quick note and thank you for speaking at our firm retreat in Dallas. I must say that when Mike first indicated that you would be speaking at our retreat, I was unsure as to what to expect.

My assumption was that because our practice is substantially different than anything you had been involved with, your presentation might not be in keeping with the firm's needs. I was completely wrong.

As you are well aware, this firm is made up of very different and competing personalities. That being said, the ideas you presented have changed the way we think and operate and have provided us with a path forward that we would not have found without your presentation. Your ability to communicate with the members of our firm in a clear and concise way has given us new ideas for firm growth, client development, and accounting and firm management. For not being a lawyer, you did an incredible job of identifying issues that we had struggled with and presenting us with solutions and/or creative ideas on addressing those areas. Additionally, you did it in a way that, at least for me, was understandable and enjoyable.

Your presentation lit a fire under me, as well as my partners, to enhance the firm's growth through increased clientele, billable hours, attorney productivity and administrative growth.

Again I would like to thank you for taking the time to speak at our firm retreat. It was a great presentation.

Sincerely,

Raymond B. Albertson

RBA/bg