GOODRICH POSTNIKOFF ALBERTSON & PETROCCHI, LLP

*Michael S. Goodrich Joseph F. Postnikoff Raymond B. Albertson Mark J. Petrocchi Kevin G. Herd

*Board Certified Commercial Real Estate Law Texas Board of Legal Specialization Attorneys at Law 777 Main Street, Suite 1360 Fort Worth, Texas 76102

(817) 335-9400 Telecopier (817) 335-9411 www.gpalaw.com Joseph W. Colvin of Counsel

Writer's Direct Dial: (817) 347-5262 Writer's Email: mikeg@gpaplaw.com

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Mr. Ron Sturgeon 5940 Eden Haltom City, Texas 76117

Dear Ron,

We appreciated the insights and knowledge you brought to our firm during this year's annual retreat.

You have the ability, regardless of the audience, to connect with and speak to an audience in common sense terms that they can apply in almost any business, without having to be rocket scientists. You grasp the needs and concerns of your audience almost immediately and translate that understanding into practical, real life solutions.

Ron, your help and ideas on how to grow our law firm, including practical advice on how to deal with likely obstacles to success, coupled with your insight on operating and finance topics, gave us a good start and provided us with a path toward our goals.

Very truly yours,

Michael S. Goodrich

MSG:tb