



The Chemical Company

November 16, 2006

Mr. Paul Meshanko
Edge Learning of Ohio
4807 Rockside Road, Suite 240
Cleveland, Ohio 44131

Dear Paul:

I would like to take a few moments to thank you for your leadership in presenting the workshops, "Increasing Human Effectiveness" to our organization. I believe that we are planning one final make-up session for those employees that we unable to make their scheduled session. Upon completion, we will have had approximately 400 employees participate in this curriculum. It is a tribute to you, that all 400 employees got the same consistent message because you facilitated all of these sessions. This was a pre-requisite from our organization.

Our experience in the past was that the participant's response to such training was dependent upon which facilitator they participated with. While I often receive unsolicited comments from our employees when they participate in such activities, the response this time was different. There were numerous comments from employees as to the value that they received by participating. In addition, many were extremely grateful that we would make such a program available to them simply for their well being. As you know, I and my management team all participated also. While it has been over one year since their participation, the learning's are often quoted during various meetings.

The timing of these sessions was equally challenging and ultimately timely as we found ourselves going through the process of having an ownership change during the middle of our participation. You were able to provide a calming environment and to help our employees understand that they are in control of their own future. This turned out to be a very smooth transition. I am sure that you played a significant role in this accomplishment.

Paul, thank you for your leadership and your commitment to BASF Admixtures in exposing our organization to the IHE approach...to both work and life.

Best regards,

A handwritten signature in black ink, appearing to read "L. Michael Spillner".

President and CEO
BASF Admixtures, Inc.

BASF Admixtures, Inc.
23700 Chagrin Boulevard
Cleveland, Ohio 44122 USA
216 839-7500 ph
www.masterbuilders.com

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