



March 5, 2009

Ms. Katherine Radeka
President
Whittier Consulting Group, Inc.
P.O. Bos 859
Camas, WA 98607

Dear Katherine,

I want to take this opportunity to thank you for your leadership and continued support on the project to increase the effectiveness of my North American organization over this past year.

At the onset of the project, you developed a very comprehensive plan to improve the effectiveness of my staff with a clear understanding of the "as-is" condition. At the same time, you presented a concise outline of the "measurements of success", a value statement for AVL, and the proposed methodology that would be implemented to ensure success.

As we initiated the project, I appreciated the professionalism that you demonstrated during the interviewing sessions, that you conducted both internally and externally, in order to present an objective position. Throughout the project, you provided updates with respect to the plan and what the next steps would involve. You maintained the proposed timeline for each milestone and finished the project with a complete set of recommendations to be implemented.

In the following months, I implemented each of the recommendations as you suggested and today, I see a very effective and productive team as a result. You played a very critical role in this process and I would strongly recommend your services for other projects within AVL or to other corporations that could benefit from your expertise.

Best Regards,

A handwritten signature in black ink, appearing to read "Greg Hopton". The signature is stylized and cursive.

Greg Hopton, President
AVL Instrumentation & Test Systems, Inc.