



ECS Corporate Services, LLC

Geotechnical • Construction Materials • Environmental • Facilities

November 22, 2006

Reference: ChaosOver, Inc. CareerTech™ Program for ECS

ECS is a civil engineering consulting company with over 1,100 employees in 30 offices across much of the United States. As a consulting company, our employees work hard and juggle multiple demands including being responsive to our clients, solving problems on construction projects, and maintaining significant project loads. Without good personal organization and effectiveness, an employee can get buried quickly.

Like most companies, our number one resource is our employees. We have found the CareerTech™ program to be a worthwhile investment in our employees. Over the past two years, ECS has had over 50 employees complete the CareerTech™ program. Employees from clerical through top management have participated in the program. The CareerTech™ program has had significant positive effects on ECS.

Len Merson makes several promises and assurances at the outset of the program. We have found these promises to be fulfilled in the CareerTech™ program. We conducted a survey of our program participants after completion of the CareerTech™ program which indicated that participants estimated that they realized a 34% increase in effectiveness, and a 32% decrease in stress (using a self rating scale of 1 to 10). The survey participants also indicated that the biggest benefits included: "I am staying on top of things better, being more focused on the task that hand"; "Less stress with organization, information retrievability"; and "Stress reduction and follow-through". Additional employee comments from the survey are contained on the enclosure.

The CareerTech™ program would be just another self-improvement program, if it were not for the individualized support, and six months of workshop follow-up consulting. The program does not require a "one-size-fits-all" approach. Specifically Sari Reis, who has been our post-workshop consultant, has taken into consideration, the person's position, work requirements, workspace, and personality. I believe that this is essential to making the tools of the program work for each individual.

We have found that individuals who are looking to improve themselves gain the most benefit from the program. In addition, individuals who are open to change also get the most benefit out of the program. Less than 10% of the program participants did not gain a significant benefit from the program. These individuals tended to be ones who were not open to change. In many other programs, the cost of the program for such individuals would be lost. However, with the CareerTech™ program, Len Merson and Sari Reis readily acknowledged those few individuals for whom the program did not have significant benefits, and refund the cost of the individual's training in the form of a full credit for a future workshop. With this approach, there is very little risk in offering this program to your employees.

We consider Len Merson and Sari Reis to be our partners in the development of our staff, and we plan to offer the CareerTech™ program to additional employees in the future.

Respectfully,
ECS CORPORATE SERVICES, LLC

A handwritten signature in black ink, appearing to read 'James R. Carpenter', with a long horizontal flourish extending to the right.

James R. Carpenter, PE
Vice President

CareerTech™ Benefits
for ECS

"Tracking items I would have normally forgotten, having more workspace, ability to locate information without wasting too much time"

"Not working so much on Saturday!"

"Stress reduction and follow-through"

"Tracking items I would have normally forgotten, having more workspace, ability to locate information without wasting too much time"

"More fully organizing Outlook as a tool to keep track of multiple time issues and ability to follow-through on tasks. Better organized. More responsive with phone calls and e-mail".

"Organization related to completion of daily tasks"

"Things no longer sit"

"Structured organization that clearly defines filing of incoming information and discipline to file information appropriately"

"Reduced stress levels"

"Knowing where everything is"

"Being able to forget. Knowing that I have put down what I need to do in my calendar and can forget until my reminder pops up. In all of the running around and clients that I deal with at the PTI Airport and nearby projects, it has helped me tremendously to be more organized and respond faster".

"Keeping better track of things I need to do. Being proactive and following up on things."

"Time to follow through on what I need to do, and overall organization. I feel like I am on top of it better."

"Organization and prioritization"

"Setting priorities, outlining tasks"

"Everyone should be exposed to the course materials, especially managers. This accomplishes two things: 1) first it gets a manager into a solid way of management and organization, and 2) teaching another person will reinforce the manager's knowledge and practice."