

# Campbell

Established 1909

Campbell Monument Co., Ltd.  
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Michael and Sheila Voisin and Brad Silverthorn

February 10, 1998

Mr. Dan de Verteuil  
The Delfi Group  
21 McKay St.  
Petawawa, Ontario  
K8H 3G7

Dear Dan

Sincere THANKS for leading us through the "MILESTONES" program.

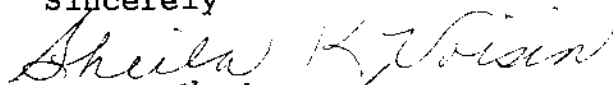
We found the program helped us identify and focus on the important challenges facing the business and therefore our personal lives. The tapes were useful and inspirational. We found the textbook provided useful insights, new ideas and thoughts for continuous improvement.

Dan, you were very helpful throughout the program especially by molding the program to suit our personal needs, aptitudes and schedule. We look forward to your continued coaching at quarterly intervals over the next year.

The only disappointment is we didn't have this program 25 years ago.

We fully endorse this program and would recommend it to anyone who wants to improve their business and personal performance. Please feel free to have any prospective clients call us for our personal comments.

Sincerely



Michael L. Voisin  
Sheila K. Voisin