



April 9, 2011

TO Whom It May Concern:

I am excited to write this letter of recommendation for Dan Hall of On Course Solutions.

Our firm has worked with Dan Hall for over seven years.

He has helped develop a sales culture, performance evaluation program and mentoring our Executive Team.

Dan is a professional who communicates at all levels.

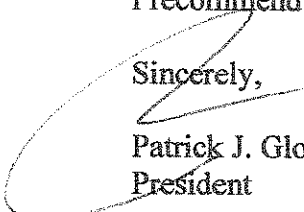
It has been a win-win for both our bank employees and for Dan. I can honestly tell you that our organization is much better off today because of Dan Hall's efforts.

Let me summarize my feelings about Dan: He is a motivator, mentor, human growth builder, educator and effective consultant who cover all the bases regardless of the topic.

I sit on the Indiana Bankers Association and American Bankers Association boards and have had the opportunity to hear many speakers over the last twenty years. Dan Hall is at the top of the list because he knows how to communicate.

I recommend Dan and would welcome a phone call to discuss the matter further.

Sincerely,

  
Patrick J. Glotzbach  
President