



March 4, 2011

To Whom It May Concern:

It is my privilege to share a professional recommendation for Dan Hall of On Course Solutions.

Our firm engaged Dan to lead us through a very challenging executive coaching assignment for a tenured member of our executive team. We gained significant insights as a result of his careful assessment of both our leadership and the candidate. But that was only the beginning. You'll find, as we did, that Dan is quite well versed in the study of both human relationships and organizational dynamics. And much of his effectiveness in our engagement was fueled by his energetic research to understand the full, unique context surrounding his assignment.

Because of his front-end research on our company and the inner workings of its executive team, Dan was able to speak confidently to me and to our candidate to bring us to the best possible resolution of a very complicated situation. Dan has a unique quality of being both respectful and completely candid as a coach. And in our experience, he helped our candidate build appropriate growth goals and then held him accountable to meet the commitments to which he had agreed. Dan was effective as an encourager without being an enabler for the candidate - very professional.

In addition to the results Dan was able to deliver during his engagement, he excelled in communicating throughout the journey with both the candidate and our executive leadership team. And he demonstrated considerable skill to retain perspective from both parties' points of view throughout the engagement.

While his engagement with our firm was to coach an executive, I am personally familiar with the broader array of consultative and training talent that Dan possesses that can be deployed in a variety of contexts. I am confident to recommend Dan to you and would be happy to entertain a personal conversation about him if desired.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bill Caldwell", is positioned below the word "Sincerely,".

Bill Caldwell, Chief Executive Officer
P.O. Box 12310 | Jackson, MS 39236 | 601-572-3062
bcaldwell@healthtech.net