



February 11, 2010

To Whom it may concern:

Debbie Seid has been a professional acquaintance of mine for over 10 years. We began our relationship when she was hired by my firm NetworkIP in 2001 from Coaching for Excellence Within. At the time we were going through some tremendous growing pains in our organization and we were in desperate need of someone to assist with skills and organizational management. We were looking for a 360-degree feedback program so that we could assess and implement some new strategies to help handle our growth and get our executives to work more closely with the goals we had set. Debbie was very successful at designing and implementing a program that we found extremely helpful. It was so successful that we continued to hire Ms. Seid on an as needed basis to coach our mid to upper level executives. She was even able to accommodate many of the coaching sessions by teleconference, which we found to be a cost and time effective way to achieve results.

Debbie was able to very rapidly identify specific areas where change was needed and design programs to address those needs. Many of the executives who worked with her certainly demonstrated improvement in those targeted areas and were also impressed with her ability to be very personable. We very much enjoyed working with Debbie and I would highly recommend her to any organization looking to improve the effectiveness of their management.

Sincerely,

A handwritten signature in black ink that reads "Stuart Newman".

Stuart Newman  
Shareholder NetworkIP (former exec. VP)