

Weber Group L.C.

W A T E R R E S O U R C E S

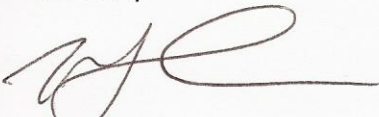
January 6, 2009

Mr. Bill Wagner
Accord Management Systems

Mr. Wagner,

I would like to take this opportunity to thank you and your company for all that has been provided to me and my company-Weber Group LC. It is unimaginable to comprehend where we would be without the tools, assessments, guidance and evaluations that Accord Management has in place to get the "people side" of business right. The increased level of self awareness and employee engagement that we have benefitted from by introducing the McQuaig system and participating in the 360 review process is immeasurable. Employees have already been repositioned, moral is up and the future couldn't look brighter. I am very excited about and looking forward to long and prosperous relationship with Accord.

Sincerely



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