



December 19, 2005

To Whom it may Concern:

We have known Tim Edris through our relationship with Emerging Leaders Institute. Tim conducted two Ropes Course training sessions for TrueFit to help us promote team building.

From the start of our training engagements, Tim and the E.L.I. staff presented themselves in a very professional manner. After two brief meetings, our objectives were uncovered and a training plan ready for implementation. Our employees truly enjoyed the Ropes Course and came away with a new found sense of team work and self awareness. It was such a big hit with our employees that we repeated the training the following year!

Tim demonstrates leadership and excellent communication skills. His commitment to debriefing a training activity to enrich the learning experience is his core strength. He partners with you to uncover your training needs and presents training options that would best serve your company.

If we can provide any additional reference information, please feel free to contact TrueFit Solutions at 724-772-5959.

Sincerely,

A handwritten signature in black ink, appearing to read 'Darrin E. Grove', written over a white rectangular area.

Darrin E. Grove  
President & CEO  
[dgrove@truefitsolutions.com](mailto:dgrove@truefitsolutions.com)

A handwritten signature in black ink, appearing to read 'Diana Kisiday', written over a white rectangular area.

Diana Kisiday  
Project Manager  
[dkisiday@truefitsolutions.com](mailto:dkisiday@truefitsolutions.com)