

October 11, 2011

Know Your Strengths
Attn: Phillip V. Olsen
President
112 Hitching Post Road
Bozeman, MT 59715

Dear Phil,

I have recently been reflecting on our work together over the past 8 years and how it has truly been instrumental to much of my success along with the organizations I have led.

Your work at Boston Scientific Neurovascular was so effective because we utilized the Pro-Scan with the Executive Management team and the entire Sales and Marketing team nationwide. Now that we have the benefit of time and reflection it is obvious that the work you did in helping me understand myself and all those around us led to a highly functional company. For the first time we were able to accurately define and measure people's strengths and describe people's style of behavior. You showed us how to understand the hiring process, and find a way to match people's strengths to the tasks and jobs we needed done at the highest level. Soon we began to study our highest performing individuals and teams with the help of the job and team scans. Our ability to understand "why" success was being created helped us replicate it again and again.

Last year the Neurovascular Division of Boston Scientific was sold to Stryker for \$1.5 Billion, at nearly 7 times revenue – this deal was a blockbuster! I am confident the work you led us through was a large contributing factor to the value that was built at Neurovascular.

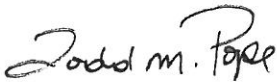
In subsequent years we enjoyed similar success at Cordis, a \$3 Billion division of Johnson & Johnson. As Global President of Cordis, I was continually amazed at the overwhelmingly positive reactions we continued to receive in all functions of this large Global organization as we had you and your tools work so effectively.

We are currently having the same success at a pre-revenue venture backed start-up, TransEnterix. I have been surprised at how no matter the size of the organization the tools and your leadership in implementing them leads to value.

Most everyone that I know who has worked with you will not make a major decision without consulting with you first. That shows how much you have impacted lives and built trust.

I wish you the best of luck and continued success.

Regards,



Todd M. Pope

Todd M. Pope
President and Chief Executive Officer