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To: Whom It May Concern

From: GRIDIRON INTERNATIONAL, Chuck Mills, Director

RE: Phil Olsen, President, "Know Your Strengths"

I want to open with an endorsement of Phil Olsen. Phil is a knowledgeable, enthusiastic and highly-experienced executive coach and strategic advisor. He has an extraordinary talent for helping leaders, teams and organizations recognize and harness their natural talents and abilities. The assessment tools he uses are truly outstanding. However, I believe their value is greatly enhanced by the man that he is. Phil stays with his clients from beginning to end . . . advising, nurturing and responding to their questions and their needs.

I have known Phil since 1967. After his freshman year, I became the head football coach at Utah State University. Phil was a three-year starter for us. In 1969, he was unanimously selected team captain, was a consensus First Team All-American, played in a number of post-season all-star games and was a number one NFL draft selection. He then went on to have a fine NFL career with the LA Rams and Denver Broncos. He was also an outstanding student and was involved in many campus activities. And, to this day, he goes out of his way to help anyone in need of support. He doesn't just do it . . . but is eager to do so. Phil Olsen, is a very special individual.

The personal strengths assessment instruments he uses with "KNOW YOUR STRENGTHS" are remarkable and quite unique. The ProScan Survey provides accurate, pertinent information about a person. The results can be used in a variety of ways to help people understand and harness their personal strengths. The ProScan results are very helpful to a coach who wants to better understand the individual uniqueness of his fellow coaches and his players, or to an employer who wants to understand a person's natural talent and abilities before they hire them.

I took the survey myself. It was quick and easy and took a minimum amount of time to complete. The inquiries were clear, straightforward and easily understood. When Phil did a consultation with me on my results, they were right-on. There were one or two elements I initially disagreed with, but after giving it some thought I realized they were quite correct, I just hadn't been aware of them. Not only were my results accurate, they also brought to my attention some aspects of my personality that I had not been fully cognizant about. I see the tool as a great way to increase a person's self awareness while also helping them learn how to recognize, appreciate and respect the profiles of others.

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From: GRIDIRON INTER

Will Olsen

Those involved with potential ownership of the new football league are very interested in the capabilities of the ProScan as well. When the time comes I intend to see that it will be administered well.

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Coaches to help me better understand and utilize their capabilities. I would like to see the ProScan used in such a way that it can be used to help me better understand and utilize their capabilities.

If you have any questions please do not hesitate to contact me. Phone: 808.254.0770 Email: 5thdown@gmail.com and mailing address: 163 Aikahi

Loop, Kailua, HI 96734. Mailing address: 163 Aikahi Loop, Kailua, HI 96734.

Sincerely,

Will Olsen

I am a consultant for a group that is in the initial phases of developing an American football league in China. This new league will require a group of American players and coaches to go to China where they will live and work for extended periods of time. I believe that it's imperative that each player and each coach have the personality traits as well as the necessary skills that will enable them to successfully function in this new environment. Based on my own experience and my knowledge of Phil's capabilities to deliver value, I'm convinced that the ProScan Survey would be very helpful. The fact that it's already translated into twenty different languages is also a big plus. I'm pushing to make the ProScan Survey mandatory for all who will be involved with the football league in China.

Those involved with potential ownership of the new football league are very interested in the capabilities of the ProScan as well. When the time comes, I intend to see that it will be administered. I only wish there was such a tool available to me during my coaching years as I would have used it with all of my players and coaches to help me better understand and utilize their capabilities.

If you have any questions please do not hesitate to contact me. Phone: 808.254.0770 Email: [5thdown@gmail.com](mailto:5thdown@gmail.com) and mailing address: 163 Aikahi Loop, Kailua, HI 96734.

Sincerely,

A handwritten signature in cursive script that reads "Frank Mills". The signature is written in dark ink and is positioned below the word "Sincerely,".