

March 13, 2014

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 years and how it has contributed to our hiring and recruiting success at the Ken Blanchard Companies.

Your work at The Ken Blanchard Companies has been instrumental in helping us identify the best qualified candidates for roles within our organization. The long-term relationship between KYS and Blanchard along with the use of the Pro-Scan assessment has helped us maximize our recruitment and hiring process by identifying potential candidates' strengths and ensuring an appropriate match within our organization. Pro-Scan has been a great resource for recruiting, screening and hiring of our Field Sales positions as well as for key leadership roles at Blanchard.

The partnership with KYS and the Pro-Scan Assessment has been a valuable addition to our hiring and recruitment process and we look forward to many more years of working together.

My best wishes for continued success.

Regards,



Shirley Y. Bullard
Chief Administrative Officer
The Ken Blanchard Companies