

June 28, 2017

Know Your Strengths
Attn: President, Phil Olsen
112 Hitching Post Road
Bozeman, MT 59715

Dear Phil,

I thoroughly enjoyed my time working with you over the past five months and came to know you as a truly valuable asset to absolutely any team.

Your motivational work at PhotonMD was very informative, very well presented, plus enjoyable. My entire team would like to express our earnest appreciation for the investment you made in each of us. We left your assessment not only inspired, with many new methods and approaches, but also with practical tools on how we can do a far better job hiring, coaching and unleashing our success.

I feel very fortunate to have had your influence at this stage in my company, as a small yet very diverse group continuing to develop. Now, as we grow and expand, the team is privileged with the opportunity to implement your practices to ensure our success. The ProScan data revealed an immense amount of powerful knowledge and my team and I were stunned by its accuracy. Its undeniable value was so memorable that it's a practice still in use as part of our hiring process to ensure our expansion is exclusive to strong, multi-talented individuals with the right profile for their job.

I have learned so much from your training that will assist me in my day to day management of this team. The benefit of assessing my own leadership style in relationship to others on my team is monumental. I came away feeling so confident and empowered. My understanding, as well as my team, has taken a very positive direction with the strategies and tools you gave us is already in place and working remarkably well.

The positive discussions you fostered to bring the best out of the team was an important and influential experience. You showed us how imperative it is to address complex issues with strategy and confidence, by promoting positive problem solving and conflict resolution. The TeamScan made us reevaluate the group dynamics of people in our organization, thus helping us define our culture in concrete terms. It was so important for us to learn point-of-views, communication and work styles, energy levels and composites of strengths. My team walked away feeling more connection to what they learned about themselves and others, which resulted in a sharper, stronger and connected team.

I look forward to working with you again in the future. Thank you so much for everything.

Sincerely,

Nick Medendorp

Dr. Nicholas Medendorp, Jr.
PhotonMD, Inc.
President and Chief Executive Officer