



FMG International S.A.
ul. Idzikowskiego 2a
00-710 Warszawa
tel. 022/840 70 90

Warsaw, 12th of March 2009

Reference for Mr. James M. Heidema and Professional Sales Plus, Inc.

To whom it may concern;

Our company, FMG International S.A., has been working with James M. Heidema and Professional Sales Plus, Inc. for the past 3 years. We have found his work to be professional and having an important impact in increasing the efficiency of our sales channels.

We have no hesitancy in recommending James and his company to any company that wishes to professionally develop their salespersons and managers.

Sincerely,

A handwritten signature in blue ink, appearing to read "M. Żółkowska", is written over a light blue horizontal line.

Marta Żółkowska
Sales Director
Member of Management Board