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**27<sup>th</sup> October 2011**

To whom it may concern:

**RE: RICHARD COLES**

My colleagues and I had the pleasure of working with Rick on a few training courses in Asia. Rick is a very seasoned Leadership and Management expert. He is knowledgeable, enthusiastic and energetic. Rick engages his audience well and is always well prepared to give his audience a thorough learning experience which is productive as well as fun.

marcus evans looks forward to working with Rick more closely in the future.

Sincerely,

A handwritten signature in black ink, appearing to read 'Manpreet Arora', written over a horizontal line.

**Manpreet Arora SANCHANA**  
Conference Director  
In House Training & Consulting