

STATE BANK

March 18, 2003

Mr. Dave Galbraith
Awesome Speakers
3243 Swandale Street
San Antonio, TX 78230-4439

Dear Dave:

Clint Swindall recently opened our Senior Management Retreat with an exceptional presentation to the "rain makers" in our organization. We have approximately 300 employees in 18 Banking Centers in Central Texas, and Clint's comprehensive message on stress management and reducing negativity in the workplace, was timely and to the point. I especially liked his suggestion that we lighten up to reduce negativity – by asking employees to "tell me something good!"

Clint Swindall has a unique way of teaching managers to earn the respect of their peers and subordinates. His bottom line is that employees will forget what you say, forget what you do, but will never forget how you make them feel. That is powerful stuff! I highly recommend his presentation to any level of management, in any organization.

Sincerely,

Ervan Zouzalik

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CEO