

September 14, 1998



Ms. Wilma Bittman  
Executive Assistant  
Advantage Tech Inc.  
2200, 520-5<sup>th</sup> Avenue S.W.  
Calgary, Alberta  
T2P 3R7

Dear Wilma:

Just as I thanked Jane, I wanted to formally express my thanks to you for your assistance and help while I was working out of the Advantage Tech offices. You have a talent at making people feel good about themselves and I appreciated the flattering comments you passed along my way (I'm not used to such wonderful treatment!).

It was my pleasure to get to know you.

Again, thank you.

Best regards,  
The Venture Group

Rick Cowan  
Director of Client Services

**Rick Cowan, B.Comm.**  
**Formerly Director of Marketing and Sales**  
**Carma Developers Ltd.**

*Sept. 1998*

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the VENTURE GROUP

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Mr. Sam Travis  
C.E.O.  
Advantage Tech Inc.  
2200, 520-5<sup>th</sup> Avenue S.W.  
Calgary, Alberta  
T2P 3R7

Dear Sam:

It is difficult to do justice to the job of expressing my gratitude to you, and the team at Advantage Tech, in one short letter. I know with certainty that this will fall very short of adequately thanking you for the support and guidance provided during the past five months.

Advantage Tech is nothing short of a professional organization and each of your staff made my career transition exercise a much more productive and focused experience. Although the responsibility of finding a place in the workforce rested upon my shoulders, the Advantage Tech team was always there to lend its support, encouragement and the subtle motivation to press on. Thank you for help through this latest adventure in my career progression.

Please rest assured that I look forward to becoming one of your clients in the future.

Yours sincerely,  
The Venture Group

Rick Cowan  
Director of Client Services