

3307 Underhill Drive N.W.  
Calgary, Alberta, Canada  
T2N 4E4

September 1, 1999

TO WHOM IT MAY CONCERN:

**Subject: OUTPLACEMENT/CAREER TRANSITION SERVICES**  
**ADVANTAGE TECH INC.**

This letter will serve to document my total satisfaction with the comprehensive package of outplacement services provided to me by Advantage Tech Inc. as a consequence of the termination of my employment with TransCanada PipeLines Ltd.

As way of background, it should be noted that my relationship with Advantage Tech commenced in 1992 following my separation from a major Calgary-based oil and gas marketing company. I took a proactive approach to the process of selecting an outplacement firm, although I had been initially "assigned" to another company offering such services. I personally interviewed five companies at that time, most of which had higher profile names in this particular business activity than Advantage Tech. I was very impressed with the very high level of energy, the positive attitude, the intelligence and the understanding demonstrated by Mr. Samuel Travis of Advantage Tech in my interview. I felt I was dealing with an individual who would help me chart my future direction in a positive, constructive and thoughtful manner, with a self-confident person who would provide a different viewpoint on my situation in an enlightening and non-threatening manner, and with someone who had immediate access to the resources required to addresses other relevant and important matters. Frankly, I was relieved to hear that the Advantage Tech approach to outplacement was to move forward with the identification of new opportunities from day one, rather than adhering to a rigid process of resume preparation and inwardly focussed activities, oftentimes to the exclusion of what I considered to be the primary focus of outplacement and career transition. The decision to utilize the services of Advantage Tech was quickly and easily made.

My subsequent experiences with Advantage Tech have reinforced the validity of that first decision. Mr. Travis and his senior advisor catalyzed new thought processes, countered self-defeating ideas with insightful and intelligent input, and provided flexible and adaptable services to meet my needs. They provided considerable input and support in my quickly finding and capturing new and very suitable opportunities. Moreover, I was assured that Advantage Tech's services would be ongoing as opposed to ending on a certain date. This assurance provided a high level of comfort and Advantage Tech has honoured this policy to the ultimate. I have had immediate access to Mr. Travis over the years and have benefited greatly from his advice and counseling. In addition, Advantage Tech has willingly provided a number of benefits for my spouse as well.

Advantage Tech has also provided me with a number of significant business contacts in their service offering. For example, Mr. Travis recommended I use the services of a certain financial planner in Calgary. I have done so and the ensuing benefits in terms of financial control and returns have been exceptional.

***C. Leslie Webber, B.Sc. (Honours)***  
***Formerly Commercial Specialist — Gas Marketin,***  
***Investment Development Group***  
***Nova Gas International Ltd. ("NGI")***