

Calgary, Alberta

February 7, 1996

**ADVANTAGE TECH INC.**  
Suite 2200, 520 Fifth Avenue S.W.  
Calgary, Alberta  
T2P 3R7

**Attention: Mr. Samuel Travis**  
**President**

Dear Sam:

I would like to document my total satisfaction with the comprehensive package of services you and your company provided me following my separation from a large Calgary-based oil and gas marketing company in 1992. You have exceeded the expectations I had at the time I reached my decision to retain your company and I have been more than pleasantly surprised by your policy of maintaining contact and providing ongoing advice.

As part of the overall package negotiated at the time of the above separation, an appropriate outplacement programme was provided. I took a proactive approach in the process of selecting an outplacement firm, since a number of business contacts in similar circumstances had almost unanimously expressed their dissatisfaction with the services they were receiving. I personally interviewed five companies, the majority of these being the more "recognized" names in this business activity at that time.

I was very impressed by your high level of energy, positive attitude, intelligence and compassion in my interview. I felt I was dealing with a individual who would help me chart my future direction in a positive, thoughtful and constructive manner, with a self confident person who could provide a different viewpoint on my situation in an enlightening and non-threatening way and with someone who had immediate access to the resources required to address other relevant matters. I was actually relieved to hear that your 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 focused activities, oftentimes to the exclusion of what I considered to be the primary purpose of outplacement. The decision to use your company was quickly made.

My experiences with your company have only reinforced the validity of my decision. You catalyzed new thought processes, you countered self-defeating ideas with insightful and intelligent input and you ensured that your services were flexible and adaptable in order to best serve my individual needs. You provided considerable input and support in my quickly finding and capturing new and very appropriate opportunities. And, you assured me that your services would be ongoing as opposed to ending on a date certain and you have been good to your word.

Sam & Staff

It made  
all the difference!

Thanks for your help  
- the staff were wonderful  
and the support is appreciated

Susan Hancock

SUSAN HANCOCK  
FORMERLY - SENIOR CRUDE OIL & NGL TRADER  
WITH NORCEN ENERGY RESOURCES LIMITED  
CURRENTLY - SENIOR BUSINESS ANALYST WITH  
PANCANADIAN PETROLEUM LIMITED