

Executive Development and Consulting, Inc.

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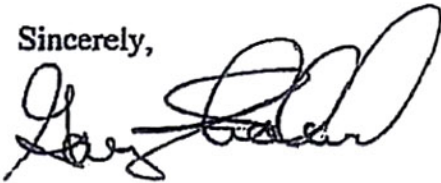
March 22, 2000

Mr. Wayne Griner
John Wayne Construction, Inc.
1520 N. W. 65 Avenue
Suite 5
Plantation, FL 33313

Dear Wayne,

I would like to thank you for the excellent job you did installing Duroplex through out my new house. The Mediterranean architecture made it a particularly difficult job. The floors needed finishing to the very bottom since there is very little base board. The ceilings are 10 feet and in some cases 20 feet high. The workmanship was excellent and the result was a very authentic Old World look. It is seldom that one can find craftsmanship and the attention to detail in the construction business today. It was a real pleasure to have had you on this job. I look forward to working with you on the upfit of our new office building in Aventura Florida.

Sincerely,



Gary Shahid
President