

COLEPAK, INC.

1138 PHOENIX DRIVE  
URBANA, OHIO 43078

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September 29, 1999  
C.H.A.L.L.E.N.G.E.S. inc.  
P.O. Box 751  
Bethel Park, PA 15102

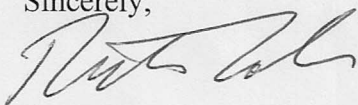
Attn: Jim, Ann

It is difficult to express in a few words what C.H.A.L.L.E.N.G.E.S. Inc. has done for Colepak. We had experienced many good things as a company, but communicating as a family seemed to decrease as the success of the business increased. We knew we needed help, however we couldn't agree where to go for help. Thankfully we all agreed to select C.H.A.L.L.E.N.G.E.S. as consultants.

As a result of the personal concern, and no-nonsense advice given by the staff of C.H.A.L.L.E.N.G.E.S., Colepak has been able to reorganize and focus on business issues, instead of continually being frustrated by interpersonal relationships.

Thank you for working with the Cole family, the unity we are experiencing now was only a dream before. May God continue to bless as you use your unique gifts to help others.

Sincerely,



Rick Cole

Vice President  
Colepak Inc.

*phone (937) 652-3910*