

HALLIBURTON

Memorandum

Date: September 17, 2003

To: Suzanne Updegraff, Employee Development Systems, Inc.

From: Debbie Roman, HRD

Subject: Increasing Personal Effectiveness

A perfect partnership has been formed with Employee Development Systems, Inc. (EDSI) and Halliburton. I have found EDSI to be professional and results-driven at all times. ***The Increasing Personal Effectiveness (IPE)*** product has delivered instantly on its stated objectives.

Ultimately, the results shown from the IPE training workshop are not a function of a participant's years of experience, but rather his or her willingness to learn combined with a positive attitude for improving themselves. IPE helps to facilitate that transformation. The IPE model helped the participants identify their strengths and increase their self-awareness.

IPE methodology is very alive! The method has a unique way of keeping the participant interested and engaged. The IPE course successfully provides the participants with practical techniques to minimize potential conflicts with others and increase personal accountability and understanding.

Here are some of the testimonies from managers and participants that have participated in the IPE workshop to date:

Manager whose employee attended the course:

"...Since taking this class, it is almost as if a calm has settled around the employee...Will this last? I don't know but it's sure been nice so far."

Manager who attended the course:

"This type of training is invaluable if you have persons who want to understand how they are viewed by others..."

Participant:

"...I found IPE to be helpful to me in the areas of accountability and assertiveness. It has turned my weak areas into areas of opportunity..."

I enthusiastically support this program and would recommend it to others in the training industry looking for curriculum directed at improving personal accountability.

Best Regards,

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