



Henry Aranda  
Shaw Energy & Chemicals  
Houston, Texas  
July 3, 2008

Ms. Lisa Bates  
Account Manager  
Employee Development Systems, Inc  
7308 South Alton Way, Suite 2-J  
Centennial, Colorado 80112

Dear Lisa:

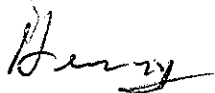
We are approaching two years of Shaw Learning and Development, LD, partnering with EDS to provide training for Shaw Energy and Chemicals employees and managers. Bottom line, the relationship with EDS and you personally, has contributed greatly to the success and growth of Shaw Energy and Chemicals. With people being our most valued asset, EDS and its excellent and focused programs have and continue to shape the culture of Shaw. "Communicating To Manage Performance", CMP, was established as our core management program for all management/leadership employees. As you know, we are completing the delivery of CMP to the Shaw E & C Executive Leadership Team. The evaluations and feedback have been outstanding and have reinforced Shaw's commitment to leadership development. As EDS's lead facilitator, you continue to excel as a facilitator and consultant to our managers. We thank you!

In addition, "Increasing Personal Effectiveness", IPE, is the core communication program for all Shaw employees. EDS has worked with Shaw in introducing CMP and IPE to all US and Canada based Shaw locations. We are very pleased with the results and feel that these programs have exceeded our expectations. Employees love the programs and most importantly, I have received one-on-one feedback from participants on their application of learned behaviors on the job.

I have not forgotten our latest success story with EDS; that being the introduction of "Professional Presence in a Casual World". We targeted our 0-5 year professionals for this program and it has been a huge success and is now their core development program.

It continues to be a pleasure working with you and I look forward to your support in the development of our valued employees.

Sincerely,



Henry Aranda  
Manager, Learning and Development

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