

March 1, 2002

Dear Dan;

Great news! LFGSM, Quebecor World and Innovative Organizational Concepts have won the 2001 ASTD Excellence in Practice Award for Managing Change. This would not have happened without Workplace Production's delivery of Interactive Theater in the program.

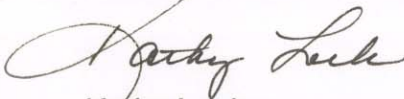
We're in good company if past recipients are any indication. Companies that received an Excellence in Practice Award last year included American Airlines, Bank Leumi Le Israel, Conoco, Dow Chemical, FirstUSA, IBM, and Verizon.

Better than I could say it, here's what ASTD states about the awards. *"The awards recognize and celebrate outstanding contributions and achievements in advancing learning and performance in the workplace. The work of the individuals, teams, and organizations being honored illustrates the impact learning and performance has on creating a competitive advantage for businesses and organizations worldwide. What makes their achievements all the more noteworthy is that they affirm the value of human resources in the equation for organizational success."*


*This year's award recipients join a prestigious group of previous honorees who have demonstrated commitment to excellence, innovation, and service. What they have accomplished and what has been learned from their efforts create a truly admirable legacy - and build a foundation for equally impressive contributions to workplace learning and performance in the future."*

We echo these thoughts. You have helped us build something admirable and impressive. Individuals, departments, and organizations have changed as a result of your instruction and contribution to the ALLSTAR program. Honored by Workforce Magazine with an Optimas Award last year, ALLSTAR has truly shined, now winning accolades from the top of the HR and HRD professions. I hope you take pride in knowing that your efforts have been recognized as an excellent practice by ASTD, and we truly thank you for being a part of the ALLSTAR team.

Sincerely,



Kathy Leck  
Executive Vice President



Howard Prager  
Director