

Brian HAYES PLUMBING

info@hayesplumbing.ca

448 Ritson Rd. S.
Oshawa, ON L1H 5J9

ph. (905) 576-3043
fax (905) 576-7460



April 2, 2012

Mr. Andrew C. Johnston
President
Advance Business Strategies Inc.
7240 Woodbine Ave. Suite 215
Markham, ON. L3R 1A4

Dear Andrew;

I wanted to give you some feedback about the services that you have provided for me since 2006 when I first met you through BNI and started using you as my business coach, mentor, trainer and consultant. You have provided me with valuable assistance in the continued growth and profitability of my business by working with me twice monthly to support my continued consistent, positive decisions that are leading to our continued growth.

Your, most recent assistance on helping us hire a new team member was of great benefit to me in time savings and provided me with excellent candidates that led to a great hire. Your insights into our team dynamics helped us accomplish this with little effort from my staff and myself. I was very pleased with the process and extremely happy to save thousands of dollars from what a placement agency would have charged me for the same or less services.

I look forward to our continued work together and would not hesitate to recommend other business owners and executives to use your services as well.

Sincerely,

Jeff Hayes
Owner

www.hayesplumbing.ca