

North Durham Professional Counsellors
William H. Eull, Ph.D., C.Psych., Psychologist
Director

Regarding: Andrew C. Johnston

November 28, 2008

To whom it may concern:

I have known Andrew for more than five years during which time, he and I have been neighbours and close friends.

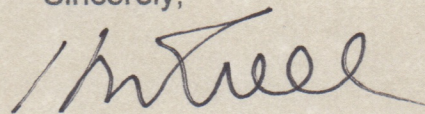
Because of some overlap in our two professions, we have had ample opportunities to talk business. In all of those discussions and, indeed, in all of our dealings with one another, I have found him to have a very comprehensive grasp of the skills needed to do his work. He is intelligent, thoughtful and analytical, highly skilled at problem identification and problem solving. I have been impressed with how quickly he gets to the bottom of a problem and how inventive and effective he is in finding solutions.

What has been most impressive to me has been how ethical and conscientious he is in his dealings with others. He is highly oriented to making sure that the needs of the client are well understood and that his efforts are directed to helping the client to meet those needs.

Andrew's approach to business has been honed by successes in creating, building and selling small businesses. In addition, he has helped many other small business professionals to build their businesses by coaching, teaching and monitoring them and their progress. His approach is very focused to improving the bottom line. He is very practical and, although his knowledge base about business in general is quite broad, his clients always seem to comment on how specific and practical his advice is. I have seen this quality in him first hand.

I would not hesitate for one moment in recommending Andrew to anyone who wants to improve their business. He would make an excellent contribution in organizing a business, generating new directions for improving its bottom line and helping staff to define and achieve high performance goals.

Sincerely,



William H. Eull

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