



October 2, 2006

Leroy Hamm  
IHD Corp.  
1901 Central Drive  
Suite 801  
Bedford, TX 76021

Dear Leroy,

Please feel free to use this reference for marketing purposes regarding your services and those of IHD Corp. in general.

I have known Leroy Hamm for many years, and throughout working relationship have found Leroy to be extremely knowledgeable on the interpretation and use of the DISC and Achiever assessment tools. Darling Homes has used these assessment tools for pre-hire, employee development, and general understanding of a person for the purpose of managing, motivating and developing the individual. Leroy and his staff are extremely competent and responsive to questions and follow-through of services. They are always available for questions and we have enjoyed our working relationship.

Darling Homes has sent all of our Leadership team to the Certification course. Our managers have commented how very helpful and valuable the assessments and Leroy's services have been, and because of the managers' testimonials, we have expanded the use of the assessments in our company.

Please feel free to give me a call if you have further question in this regard.

Sincerely,

Heidi A. Haas, SPHR  
Vice President, Human Resources  
& Organization Development

**Darling Homes**

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