



LumaCorp Inc.

LumaCorp Inc.
8300 Douglas Ave.
Suite 729
Dallas, TX 75225

February 5, 2010

Leroy Hamm
IHD Corporation
1901 Central Drive
Bedford, TX 76021

Dear Leroy:

I thought you would like to see some year-end figures. LumaCorp Inc. began using the IHD Corporation assessments about 6 years ago for our Property Managers. At that time, the annual turnover for this position was 74%. Our Property Manager turnover in 2009 has dropped to 38%. Due to these outstanding results, we have extended the use of the assessments to several other positions. Overall, our annual turnover has fallen from 55% in 2004 to 28% in 2009 and we anticipate a further reduction in the upcoming years.

As Human Resources manager for LumaCorp Inc., effectively recruiting and hiring the most qualified person for a position is one of the most important challenges that I face. The use of IHD Corporation's assessments has enabled us to hire the right "fit" for available jobs and promote our current employees into positions where they will succeed. Additionally, the seminars and training sessions you conducted have helped our managers become more effective by providing them the skills to handle stress, conflict, and employee interaction problems.

We will continue to use IHD Corporation and the assessments that you provide. These tools have improved our interviewing system. They have insured that we hire people with the exact skills necessary by comparing their assessments to the benchmark that was created by our top performers in each position and then clearly identifying required job related behavioral and performance characteristics.

I highly recommend your services to any business that wants to make the best hiring decisions possible and increase the effectiveness of existing employees.

Sincerely,

Kristi DeCarlo
LumaCorp Inc.
214-361-6666 x126
Fax 940-498-9505
www.lumacorp.com