



Joe Phelan
President & CEO - Americas

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To Whom it May Concern:

During our recent DHL Global Mail Top Executives Strategy Meeting, Doug Hanson Performance Group acted as our Speaker for a session titled – Motivation, Mindset & Team Building.

During this session, Doug Hanson managed to get our group of about 30, totally energized for activities that followed. It was great to see all attendees immersed in his words, energy and leadership. Doug was able to continuously relate to our business with examples and generate creativity for future discussions. I had never seen my team so eager and energized to participate.

In addition, the pre-planning phase with Doug was very helpful to focus our strategy and team activities and to optimize our group's time at the meeting. Doug's follow-up has been excellent to wrap-up ideas and findings.

I highly recommend Doug Hanson Performance Group for any future event within our Corporation, and we look forward to working with him again in the very near future.

A handwritten signature in black ink, appearing to read 'Joe Phelan', with a long, sweeping underline that extends to the right.

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