



July 8, 2008

Dear Doug-

Thanks again for making the trek to beautiful Marshall, MN this past May! As you know, this was the 4<sup>th</sup> event since January 2008 that you have presented for U.S. Bank Business Equipment Finance Group. Our employees thought it was a homerun!

All 500+ of our employees continue to work towards building their "To Do Lists" and learning to "Play Full Out!" I continue to see your book '101 Distinctions between Success and Failure' on the desks of our employees, in team emails and topics of discussion at department meetings and outings!

I have noticed a change in employees, meetings and events around our organization daily. Thank you for helping us to drive new opportunity for employees---both personally and professionally.

We are very much looking forward to the next phase of your transformational journey with the on-line personal development Meta-More-Phosis program.

Distinction #47 says it well---*Success is the result of positive habits*. We continue to transform our habits daily with customers, employees and loved ones. Thanks for making a difference!

Adrian J. Hebig  
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