



IntegrYS Energy Services, Inc.
1716 Lawrence Drive
De Pere, WI 54115
www.integrYSenergy.com

April 10, 2012

Mr. Jack Altschuler
Fully Alive Leadership
2223 Maple Avenue
Northbrook, IL 60062

Dear Jack:

Below are some comments received from our leaders that attended your recent presentation with our company:

So many items that Jack mentioned hit home hard for me. Moving into Account Management (AM) is the one of the biggest changes that I have faced in a while and challenging from a leadership perspective. The most influential line from the presentation was "all leadership comes down to influencing others to change their behavior". By hopefully changing my AM group's behavior, I am hoping that I can prove that this team does have potential and aren't just "cheerleaders".

- Alison Quigg

"Fully Alive Leadership" supports our on-going leadership development. Any organization will have leaders at all levels of their development; from those newly promoted to those well-seasoned. Jack's message and presentation is timely and beneficial for all. He did a nice job of aligning his program to the foundational principles in our program based on Kouzes & Posner's Leadership Challenge. His program was engaging, a good refresher, and an excellent reinforcement of those principles taught in our Corporate Leadership Development Program.

- Dan Verbanac

Thank you again for sharing your expertise with our leadership group.

Sincerely,

A handwritten signature in black ink that reads "Carol A. Blohowiak". The signature is written in a cursive, flowing style.

Carol A. Blohowiak
Executive Administrative Assistant