

September 18, 2009

To Whom It May Concern:

Re: Reference for Wendy Goldman

I have known Wendy Goldman for well in excess of 20 years, and have followed her career closely. She has exhibited keen foresight by realizing early on in her career that the American working population is aging because the major segment of its workforce, the Baby Boomers, have not been fully replaced by the following generations in the work place. She wisely chose a career in Gerontology and Management Consulting where her unique skills and knowledge would become increasingly relevant as the impact of aging of the American work force became more clear. She has personally helped me understand the intricate nature of workplace aging including, frankly, the way I and my colleagues perceive our own aging as it affects our ability to make meaningful contributions to our chosen endeavors.

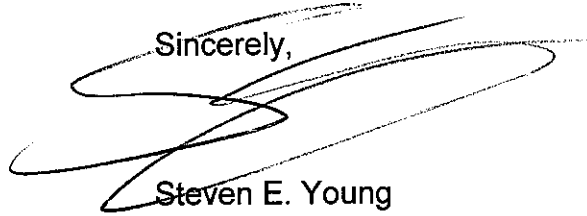
As I am sure you are aware, age discrimination is subtle and requires an ever vigilant, impartial, third party to spot potential issues and counsel with management before they become legal problems. Wendy's unique education and experience, both academically and in business, renders her ability to substantially contribute in a meaningful way to management, second to none. Accordingly, her capabilities are highly valued among her peers. She is passionate about her consulting work, is a marvelously articulate communicator, and provides complete confidentiality to all parties in performing her work in a delicate area which is a potential minefield for management.

If not now (although it should be), the aging American work force will become a deep concern and have significant and lasting economic repercussions for most companies. Wendy's abilities will certainly be useful to management in realizing the value of keeping older workers on the job for their ability to continue to contribute to the "bottom line" notwithstanding their age, as well as providing a natural source of mentoring for younger employees who will ultimately replace them. Her skills are also invaluable in assisting to avoid legal problems that no company wants or needs.

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In summary, I could not recommend a management consultant more highly than Wendy Goldman in her areas of expertise.

Sincerely,

A large, stylized handwritten signature in black ink, consisting of several overlapping loops and curves, positioned above the printed name.

Steven E. Young

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