



Global Operations  
800E Beatty Street  
P. O. Box 940  
Davidson, NC 28036

September 13, 2010

Mark Kenczyk  
TableForce  
10351 Concord Road  
Jonesville, Michigan 49250 USA

Dear Mark:

As the Vice President of Global Procurement it is my pleasure to write this letter of recommendation on behalf of TableForce. Ingersoll Rand has engaged TableForce (formerly Garcia & Associates) several times over the last 2 years to train our sourcing and supply chain professionals in negotiation skills on a global basis. At the end of Phase I of our training rollout, TableForce will have trained more than 400 people.

Ingersoll Rand attendees of these training sessions have consistently provided feedback that the negotiation training workshop was not only enjoyable, but very effective in increasing participant's negotiation skills.

The one thing that sets TableForce apart is their willingness to customize the training on both a strategic and tactical level. The TableForce partners take the time to learn our business and our vision so the workshop becomes a part of the overall transformation process. This is further reflected in the customized negotiation role-plays that Tableforce provides. Tableforce takes more of a collaborative approach to its negotiation training, resulting in an increase in win-win supplier relationships.

I would highly recommend Tableforce to any organization that wishes to elevate its organization's negotiation skills.

Sincerely,

A handwritten signature in blue ink that reads "Sheila S. Tierney".

Sheila S. Tierney  
Vice President, Global Procurement

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