



March, 20, 2009

Steve Bookout
The Fairview Group
1281 Arroyo Blanco
McKinney, TX 75069

Steve,

Thank you for your continued support and partnership with Texans Credit Union. We appreciate the value your team and the *Profiles International* tools have added to our hiring and selection process over the past several years. As a result of consistently using the SOSII tool as part of our hiring and selection process, our turnover has decreased over the past three years and we have a much better understanding of our candidates before they are selected.

Additionally, the service you and your team provide is outstanding. Specifically, we appreciate the time you take to understand our business and our company culture to insure the best use of the Profile tools with our business strategy. Your consistent follow up and ongoing communication is greatly appreciated.

Warm regards,

A handwritten signature in cursive script that reads 'Pam Anderson'.

Pam Anderson
EVP, Chief People Officer
Texans Credit Union