

May 2, 2007

L. Richard Eichelberger, Jr.  
Lobar, Inc.  
1 Old Mill Road  
Dillsburg, PA 17019

Dear Richard,

**Congratulations on your company's achievement as one of the  
"Best Companies to Work For in Pennsylvania!"**

We know how proud everyone in your company must feel to be able to say that! As a fellow recipient (The Flippen Group #2 in the state of Texas for 2007) we join you in the continued dedication to providing a satisfying and enriching environment for our teams.

As a tribute to your award-winning, talent-focused initiatives I would like to present you with a first edition, hardbound copy of our book, **The Flip Side: Break Free of the Behaviors That Hold You Back**. I know all of us have been working long and hard and I celebrate this milestone with you, my peers. The book is being released nation-wide on May 2nd by Time Warner and Springboard Press. I hope you enjoy reading it as much as we enjoyed writing it!

As a leadership development company dedicated to raising the performance of staff, we salute you for being a shining example of what every business should strive to be!

Most Sincerely,

A handwritten signature in black ink, appearing to read 'Flip Flippen', with a stylized flourish at the end.

Flip Flippen  
President

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