



July 10, 2009

To Prospective Clients of Martin Hoyle:

I have been working with Martin Hoyle for over one year as he has lead the StepStone Solutions Management Team through a very successful strategic planning exercise. In addition, I've had the pleasure of learning from Martin's executive coaching experience as we've spent several hours in one-on-one sessions. Martin's vast business experience, his deep understanding of international business structures and cultures, and his genuine approach to helping leaders succeed have greatly benefited me and my career.

I highly recommend the services Martin offers.

Kind Regards,

Bucky Couch
Managing Director, Americas
StepStone Solutions