



February 6, 2008

Summit Training and Development
1508 Pinery Crescent
Oakville, Ontario
L6H 7J9

Dear Scott:

On behalf of Callaway Golf Canada's leadership team, I would like to thank you and Dave for what we would consider an excellent training program specific to Leadership and Team Building.

This was the first time our Management team has ever been trained with respect to Leadership. Not knowing what to expect we were all skeptical as to what exactly would be covered and would it be effective. After day 1 out of a 2 day training program we all were very impressed with the program layout. Both you and Dave made it very interactive and made it a full day of what it takes to really become an effective leader. The participation from all was what made it effective. In a typical work day we all get thrown with all kinds of tasks, but sometimes forget that we have so many that look up to us as leaders, that we tend to forget the importance of being an effective leader and what it takes. After our first day of Leadership training we all walked away with a different mind set, this was all due to how you and Dave changed our thinking strategy.

We cannot thank you enough for putting together a fun, interactive and well presented leadership program. It has only been a couple of weeks but I can see that there has been some effort within our Management team in wanting to make a positive change in their leadership style.

Scott we look forward to our next class. Thank you once again for putting together a fantastic program.

Warm Regards,

Carm Ruberto
Director of Human Resources
Callaway Golf Canada Ltd.

