

D U R H A M

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April 25, 2011

Mark Eaton
P.O. Box 982108
Park City, UT 84098

Re: Four Commitments of a Winning Team

Dear Mark:

It is a distinct pleasure to write this letter to you concerning our experience as a law firm and my personal experience with your presentation "The Four Commitments of a Winning Team." We appreciate very much your time in teaching us these important principles last month at our shareholder retreat.

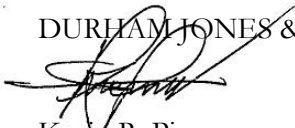
These principles, which you taught in a polished, yet unaffected and very natural and sincere presentation, are proving very beneficial as applied to our firm and its business. For me, this has been an opportunity to evaluate my own performance, to seek out the opinion of people whose views and opinions matter to me, and to correct how I approach my law practice. The members of the firm who were present, as well as many of the spouses with whom I have had an opportunity to discuss the session, were complimentary. The message resonated very strongly with our shareholders.

I want to thank you for sharing these lessons with us as you have gleaned them from your own experience. I continue to use "Know Your Job," "Do What You are asked to Do," "Make Others Look Good," and "Protect Others," in my own planning and in my training of others in the firm. This has helped me define the scope of representation for my clients as well as interaction with my partners and co-workers.

Please feel free to use this letter as my recommendation for others to take advantage of your insight. I can endorse the message without reservation. It was also a pleasure to spend some time with you and to learn from my own observation that you really make the effort to practice these principles yourself.

With kind regards,

DURHAM JONES & PINEGAR



Kevin R. Pinegar
President