



**BUILDING
AUTOMATION
SYSTEMS**

*D.D.C. Energy Management
HVAC Controls - Electronic & Pneumatic*



DURELL CONTROL SYSTEMS INC.

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To whom it may Concern:

Durell Control Systems Inc. has used the services of Neville Knowles, of Knowles Leadership for coaching and facilitating purposes over the last four years.

As business owners, my wife Shirley and I have been coached by Neville on many aspects affecting the growth orientation and successful operational direction of the company.

Neville has also throughout the course of our association, worked with our emergent management team and provided individualized leadership coaching as required to meet the overall needs of the company.

Outcomes of the process he has been a part of include: enhanced employee retention, communication, leadership development, team development orientation, accountabilities and perspectives associated with issues of ownership.

During the last four years our business has grown 35% and change in how we have conducted business was necessary.

We would highly recommend Neville Knowles as a Leadership and Business coach to any Business owner looking to create new levels of success within and by their organizational team.

Should you wish any further reference information don't hesitate to contact me at (519) 652-5502.

Yours truly

A handwritten signature in cursive script that reads 'Bob Durk'.

A handwritten signature in cursive script that reads 'Shirley Durk'.

Bob Durk
Shirley Durk