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To Whom It May Concern

Re: Mr Brian Martin's Application to Your Institution

Dear Sir/Madam:

I am very glad to write this letter to recommend Mr Brian Martin, CEO of IAS Learning Group Ltd., to you, and I strongly believe he would make a great contribution to your leadership development programs in your institution.

China Executive Leadership Academy Pudong (CELAP) is a Shanghai-based national institution established by the central government in 2005, which provides leadership training to senior government officials and business leaders across China. As CELAP strives to be an international well-known leadership training institution, it invites first-rank international experts to deliver lectures to Chinese senior officials and business leaders every year. Mr. Brian Martin is one of the leadership experts who has been successfully recruited as CELAP's off-campus lecturers.

Over last two years, Mr Brian Martin, as one of the most popular foreign experts at CELAP, has delivered a number of lectures on leadership development to some important programs at CELAP, such as "Position-Oriented Program for the Newly Promoted Director-General-level leaders" from the central government of China, and various leadership developing programs for senior business leaders from Chinese extra-large enterprises. Some 200 Chinese senior officials and business leaders have benefited from Brian's knowledge and wisdom on leadership and communication strategies.

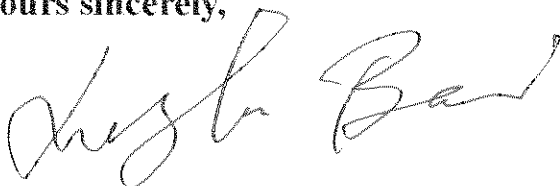
I personally have known Brian through the recommendation of New Zealand Consulate in Shanghai ever since 2006. We have immediately become good friends since the first meeting. I admire his knowledge and wisdom on leadership which I believe owed much to his abundant experiences as a successful business leader; Moreover, I am particularly moved by his ambition and enthusiasm to develop mankind to a higher ethical and moral level. I have no doubt that his profound love to mankind has driven him to devote to the work he is doing now.

I recommend Mr Brian Martin to you without reservation and strongly believe he would prove one of the best lecturers you recruit in your institution.

Please do not hesitate to contact me if you need further information.

Thank you.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Xuezhu Bai', written in a cursive style.

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