



December 30, 2008

Stephen,

It has been a year since your speech here at BP Lubricants. I realize that recommendations are often written immediately after an event. However, I felt it would be more meaningful to write you at this later date to share with you the continued impact you have had on our organization.

The success of your presentation began long before you stepped in front of the audience. You did a great job understanding our culture and needs to ensure that your work exceeded our expectations. Your contagious enthusiasm and infectious presentation style really engaged our employees. It certainly wasn't your typical presentation! The Personality Poker cards were a great icebreaker that people displayed at their desks for months. The "Little Book of BIG Innovation Ideas" has been a lasting reminder of your visit here. It has been more than one year since your presentation and the books are still used on a regular basis. People find that it is a great way to cure "Creativity Block."

I also appreciate your going the extra mile by working with our Innovation team after your speech. This helped ensure that we were set up for success beyond your engagement with us.

Thank you for your great work and your continued interest in our success. You delivered much more than a speech; you delivered lasting results. I would highly recommend you to any organization who is serious about making innovation a reality.

Sincerely,

Daniel J Kaus
BP Lubricants USA, Inc.
1500 Valley Road
Wayne, NJ 07470