



905 Dearborn Drive
Door 120
Columbus, OH 43085

August 23, 2005

Personnel Profiles, Inc.
1601 Bethel Road
Columbus, OH 43220

Dear Fred Crum:

I want to take this opportunity to let you know how helpful the assessment was with this year's MMD class. The class members worked very closely with their managers and me to create a plan of development that will continue to provide Worthington Industries with young, well-prepared managers. The assessment identified areas where they need to make improvement and also areas of strength on which to build. I am always amazed at the validity of the results of the assessment.

Fred, your understanding of our organization is really interesting to me. You take a lot of time to work with us to develop our young leaders. They all enjoyed your leadership training that you provided. Every year, your message seems to be right on target with our needs. It is almost like you are one of our staff members. This is a true business partnership. I know that you and I have great conversations about football and coaches. You have helped our members become better coaches of people.

Thanks for all your help over the last ten years. I look forward to ten more very productive years of working with you and Personnel Profiles.

Sincerely,

A handwritten signature in cursive script that reads 'Roger Campbell'.

Roger Campbell
Director of Training