

15<sup>th</sup> November 2012

To Whom It May Concern,

Creating Leaders, through its Co-Principal Robert Quinn, have supported, in a fundamental way, the development of The Bullion Group since its inception in 2004.

As providers of personnel and services to the mining and related sectors, our company's growth since establishment has been at an exponential rate; with this came many new management challenges. Creating Leaders has equipped us to handle these challenges in a more sound, mature way. They have challenged our thinking on numerous occasions, working closely both with myself and my senior team to improve our people management and leadership capabilities.

We see Creating Leaders as strategic partners to our business - they understand our direction and opportunities extremely well, as they lead our strategic planning process, and they understand the challenges we all face during turbulent market conditions. Importantly they have assisted us not only in our core businesses but in the development of several new strategic product initiatives.

My business would not be the size or structure that it is without Creating Leaders and I unreservedly recommended them to any business seeking better structure, focus and management of its people.



**Mick Storch**  
Managing Director  
The Bullion Group