



**ALLIANT ENERGY™**

September 24, 1998

Steve Blume  
Applied Professional Training, Inc.  
6976 Mimosa Drive  
Carlsbad, California 92009

Dear Steve:

As Manager of Technical Training and Certification for Alliant Utilities, I have needed and requested the services of Steve Blume on several occasions for a variety of programs and courses. We have used Steve to provide training on electrical distribution fundamentals, electrical operations, fiber optics, and most recently electrical grounding. Steve's expertise, professionalism and presentation skills give him the ability to provide effective, credible training to people in all positions of the company. Most recently, I asked Steve to develop a Grounding Course that would be presented to field personnel who work with energized lines and systems. Steve developed the course with input from a variety of people and incorporated utility specific procedures and safety rules to ensure that the course was relevant to the participants. Steve was able to take complicated, technical material and present it at various levels for the audience without going over their heads or insulting the level of knowledge that some participants already possess. Steve has the ability to build rapport with personnel of all backgrounds and is requested for classes from all levels of the organization. Comments from individuals in the Grounding Class ranged from "the most interesting class I've ever had" to "Steve was able to explain technical material so that I could easily understand it". Steve is an excellent instructor who captivates audiences. Steve also has the ability to design courses that meet and often times exceed customer needs and expectations.

Sincerely,

Al Kacere  
Manager, Technical Training and Certification  
Alliant Utilities  
200 1st St. SE  
PO Box 351  
Cedar Rapids, IA 52406-0351