



September 2, 2008

Alan Marrott
President & CEO
Glow Teknologies, Inc.
6021 S. Syracuse Way #309
Greenwood Village, CO 80111

Dear Alan,

After using your incentive management application, Glocent, for the past 8 months, I am pleased to inform you that our entire sales staff loves the new system. They are excited about having so much reliable information available to them so quickly and easily.

In addition to Glocent's ability to fully support Canpar's sales incentive process, we realized an immediate return on our investment through the system's capability to bring real-time transparency and accuracy to what is recognized as a very complex business process. Some processes that were very labor intensive now take a fraction of the time to complete. After exploring other incentive compensation management solutions, and having had the opportunity to use Glocent, we are confident that we made the right decision.

I also want to express our appreciation for the professionalism and expertise your staff demonstrated both during and after the implementation. It is clear that your project team has a firm grasp of the challenge that comes with automating sales commission payments. Because of their experience and skills, your implementation team was able to quickly understand our specific needs and desires, and deliver on everything that we were promised. You not only met our expectations, but exceeded them.

It has been a pleasure doing business with your company. We look forward to working with you for many years to come. Please feel free to refer any potential clients to me for my personal endorsement.

Regards,

Laurie Stoneburgh
Vice President, Sales and Customer Service
Canpar Transport L.P.