



Bausch & Lomb

January 5th, 2010

Dear Rob,

Once in a while we come across some unique experiences that make an everlasting and positive impact in our executive roles. The LMI Total Leader development program is one that fits this category. During such challenging economic times it is tremendously rewarding to enjoy a strong return on our investment in people, and witness and live through double digit growth trends quarter after quarter. Most importantly to be able to link such world class performance to LMI's contribution in providing a leadership team the highest levels of engagement and leadership rankings within a multinational organization.

Thank you LMI.

Sincerely yours,



Stephan Ekmekjian
Country Director, Surgical
Bausch & Lomb Canada Inc.