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9/1/2008

Scott Ruka

Outback Steakhouse

4211 S. Lamar Blvd Suite C

Austin, Texas 78704

To Whom It May Concern:

Erma Harrell has requested the use of my restaurant for the purpose of recruiting some of my employees for her thesis research. She is a graduate student pursuing her Master’s Degree in Health Psychology at Texas State University in San Marcos, Texas. The research does not pose any obvious problems for any of the employees that will be recruited for the project. In addition the project involves minimal to no disruption of my restaurant’s daily function. Erma has explained that due to the nature of the study, some employees may be up to 30 minutes late for their shift. I have agreed that employees will not be punished for tardiness due to the study. She has been granted my permission to carry out her research at this establishment.

Sincerely,

Scott Ruka

Proprietor

Outback Steakhouse