



January 3, 2012

Mr. Candido Segarra
FORESIGHT MANAGEMENT DEVELOPMENT
169 Merry Wood Drive
Rossville, GA 30741

FORESIGHT MANAGEMENT DEVELOPMENT PROGRAM

Dear Candido:

On behalf of Mesa Associates, I would like to thank you for introducing our company to the Foresight Management Development Program. When we talked a year ago, we were looking for a process that would help our engineers to become better managers and people leaders. The MDP has been done that and more. In addition to their personal and professional growth, the most positive experience for me has been to see our team of Vice Presidents discussing key issues necessary to sustain our fast growth in the future. These issues were brought to the forefront during the Senior Managers' MDP sessions, as well as during our Strategic Creative Thinking Retreats.

The MDP has helped our managers communicate in a more assertive way with their direct reports, as well as strengthening our teams. The Return on Value in the ideas, programs, and implementation reported has been over \$400,000 this year, showing a solid return on our original investment.

You have shown passion, devotion and commitment to the success of our company, which has been very impressive and rewarding. The content, sound methodology and application-oriented follow-up coaching sessions have enabled us to learn new ideas, skills and concepts. The innovative ways the program reinforced concepts, some which we were familiarized with but frequently forget to apply, has been a great refresher.

Our managers have thoroughly enjoyed each session and have consistently given the highest ratings to the program. I would be happy to recommend the MDP process to any business that wants to improve profitability, productivity and efficiency of their teams.

Sincerely,

Timothy R. Cutshaw, P.E.
Executive Vice President

TRC/jlm