

TO WHOM IT MAY CONCERN

ProcessBarron is a turnkey solutions provider specializing in air handling and materials handling equipment. As an industry leader, we demand of our organization that it provide quality, reliability and exceptional customer service. We anticipate that same commitment to excellence when partnering with external service providers. Foresight did not disappoint!

ProcessBarron's experience with Foresight's Management Development Program began with a corporate retreat almost three years ago. We came away from that event with specific, actionable plans to improve company-wide communications as well as guiding principles for succession and career planning. As we wanted to keep the retreat's momentum going, we committed to enrolling our senior leadership team in the Management Development Program.

I have seen real managerial improvement in our company as a result of the Foresight training. The facilitator for our team, Jennifer, did a great job in challenging our managers to think about their individual jobs from an overall company perspective and how they relate to employees and other managers. Everyone had a positive experience, and there is a sentiment that our group needs to continue to meet on at least a quarterly basis to discuss issues within the company and keep the communication flowing. After deducting the cost of the program (program fee; participant salaries during the hours spent in the program; etc.) from the participants' calculated return on value, we still saw a return of over \$2M! We were so pleased with the outcome, we made the commitment to enroll our mid-management team. At the mid-point, they had calculated a return on value in excess of \$1M.

I greatly appreciate all of the time and effort you put into our MDP course and know that it has made us a better company.

Sincerely,



**Ken Nolen
President
ProcessBarron**