



CORPORATE OFFICE AND PLANT
139 ETOWAH INDUSTRIAL COURT
CANTON, GEORGIA 30114

MICHIGAN OFFICE
2350 GREEN ROAD, SUITE 180
ANN ARBOR, MICHIGAN 48105

TO WHOM IT MAY CONCERN:

Piolax Corporation is a subsidiary of Piolax Incorporated, a Japanese-owned Tier 1 and 2 automotive parts manufacturer located in Canton, Georgia. Piolax is committed to continuous improvement of our employees through employee involvement, engagement and training. It is for this reason, we elected to enroll our senior leadership team in the Foresight Management Development Program.

While the concepts included in the Foresight MDP program are not unique or foreign to our organization, how those concepts were approached was indeed unique. The format allowed our leadership team to review one concept at a time, with each skill/concept building on another. Where we particularly experienced the difference in this program versus others on the market was in the implementation of learned concepts and ideas discussed...the 'homework'. Through follow up, implementation coaching, the Foresight format required that we come together as a group and review each individual's implementation and practical contributions, which was an excellent opportunity to learn and grow as a team.

As with any investment made, you anticipate a return on that investment. Foresight works with participants to better understand their contributions to the organization in terms of dollar value. After collecting the dollar value of our management team's implementations, we saw an ROI in excess of \$600,000! Foresight MDP was money and time well spent. So much so, we've inquired about our team continuing our progress in the advanced program from Foresight.

Sincerely,

A handwritten signature in black ink, appearing to read "K. Holcomb". The signature is written in a cursive, slightly slanted style.

Kevin Holcomb
Senior Vice President