



TO WHOM IT MAY CONCERN:

Macuch Steel, Inc. is a 3rd generation, family-owned structural steel fabrication, manufacturing of steel stairs and rails as well as steel erection, founded in 1948. With our success in the marketplace over the years, we recognized the need for our management team to continue to grow in their leadership skills in order to meet the current demands, as well as future demands, of our expanding footprint.

We were first approached by Foresight last Spring to present their MDP program and after completing the Management Development Workshop, along with due diligence with Foresight's references, we made the decision to enroll our senior and mid-management teams in the process.

The program's content checked all of our boxes for the skill areas we are confident will carry us into the future. The technology allowed us to complete the training without the added expense of travel and time away from the office. The time spent going through the program as a team definitely strengthened our bonds, clarified our strengths and weaknesses and improved our overall communications.

As we recently reached the conclusion of the program, each participant calculated the return on value (ROV) for their individual implementations...how they had utilized the training content in specific ways within their areas of responsibility. For example, one participant reported using the skills learned in 'Conflict & Interest-based Negotiation' to resolve an issue on the production floor resulting in the development of a new process saving the company an average of \$5k per year. Another participant utilized those same skills to implement a new process in their area of the business resulting in a \$53k savings per year. The small and large returns resulted in a total savings of \$1.4M for our company...well worth the initial enrollment investment!

While certainly pleased with the ROV from the Foresight MDP program, we are far from finished! In addition to continuing to seek new and innovative ways to implement what we have learned in the program, we also plan to continue our relationship with Foresight through quarterly retreats. Doing so will ensure we will maintain the momentum we have enjoyed to this point.

Whether you're a 2nd & 3rd generation, family-owned or ESOP or public or privately owned company, I highly recommend Foresight and their program. It's given us the opportunity to be intentional about our daily efforts to produce short and long term results of returned value to our organization. Take the step, you'll be amazed!

Sincerely,

Gary Cowart,  
President  
Macuch Steel Products, Inc.