



Dear Catherine,

Thank you for coming to our team's graduation from the Management Development Program.

As I mentioned to you, for the past couple of months, I've had private discussions with my managers in the MDP Program to find out more about what they have been learning thru their participation. The comments have been very complementary to both the material presented and the quality and level of commitment from the Foresight team, especially Jennifer Huffstetler, their Sr. Facilitator.

As you know, my predecessor enrolled Storm's mid-level managers into your program. As I came on board at a little over midway through the MDP process, what impressed me the most, was their return on investment (ROI) reports, consequentially from implementing the ideas, concepts, skills and techniques in the workplace that they learned during the program. The ROI participant's reports were a key element in Foresight's methodology and process.

We originally invested \$49,500 in the enrollment of the (11) mid-level managers in the MDP program. They reported either: time saved thru delegation, leaving them to do 'big picture' strategic items, cost savings, productivity increases and efficiencies, better communications, less mistakes, etc., which roughly calculates to over \$220,627, which is about a 450% return on the investment we made enrolling them.

I was very impressed by the different testimonials the participants shared during the MDP graduation, acknowledging how much they have grown thru their experience with Foresight's process. Other key learnings included creation of a self-awareness & how they interface with fellow employees every day; why people are different from a generational and personality perspective; and generally helping to knock off some rough edges a few attendees have when communicating.

As a result, I would like to move forward in discussions of MDP enrollments for our other key managers and possibly our high potential team members for the creation of Storm Power's succession planning.

Thank you for your team's dedication and commitment to our success.

Sincerely,

A handwritten signature in black ink that reads 'Paul Bedder'. The signature is fluid and cursive, with a long horizontal flourish at the end.

Paul Bedder

VP, Operations

Storm Power Components

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