



335 Steelcase Road East

Markham, Ontario, L3R 1G3

Oct 27, 2022

Dear Malcolm,

I would like to extend my sincere gratitude for your efforts in completing the LMI Effective Personal Productivity program for SinaLite and one of our key employees.

We had previously sent some of our leaders to an online virtual leadership program with another organization and the results were not very good. Our employees attended online sessions with people from other organizations and they felt out of place, did not feel noticed or appreciated, and ultimately did not realize true behaviour change or measurable results.

In contrast, the LMI program you facilitated was in person at our facility, the program was very hands-on with realized behavioural change, and there were measurable results that brought savings to our bottom line. Upon his graduation it was clear that our employee had learned and applied new leadership skills, was displaying more assertiveness, his productivity had greatly improved with daily planning and better prioritization, and was attaining measurable results through effective goal planning and execution.

Based on quantified cost savings due to a more optimized production approach, we are projecting appreciable savings to the bottom line. Your contribution to the realization of these savings cannot be understated and the return on investment from your program has far exceeded the target of 10:1 which you were striving to achieve.

Finally, your assistance in obtaining government funding of 50% through the Ontario Job Grant program is appreciated.

Sincerely,

Mike Meshkati

President, SinaLite