

July 6, 2015

We retained Concord Consulting in October of 2014 to produce detailed psychometric behavioural assessments on our key middle and upper management group. The intent was to ensure that individual behavioural traits were aligned with the traits they required to succeed in their roles.

I have been very pleased with the results that came back. More importantly, however, the individuals all reported that the results were truly reflective of their natural behavioural tendencies. As a result of the findings, a number of people have been re-positioned inside the company (willingly) and we have identified a number of key empty seats that are necessary to round out our upper management qualifications.

Without the deep human behavioural analytics that came with Concord's survey, we would not be as far along in our growth trajectory as we are today. I would certainly recommend Concord Consulting to any company who is motivated to succeed in their growth with "right people in the right positions doing the right things right."

Kindly,

*Isabelle Graveline*

President/CEO

Kilmarnock Enterprise

