



June 30, 2010

Re: Sallie Voyles / Training for Success, LLC

Ladies and Gentlemen;

I write to offer my unqualified endorsement of Sallie Voyles and Training for Success for organizations committed to enhancing strategic planning, training and process improvement efforts.

I worked with Sallie and her team from 2002 to 2006, while Senior Vice President for Equity Investments at Paramount Financial Group, a subsidiary of GMAC, as the organization transitioned from a closely held business into a part of a large financial institution. Training for Success was a trusted resource, valued for cogent, insightful guidance, championing the effort to remove barriers to productivity and increasing staff understanding of and support for the organization's business objectives.

Sallie and Training for Success were utilized throughout the organization, by various business groups and departments, on multiple assignments, including:

1. Detailed organizational review, including short and long term business planning, identifying and addressing departmental, structural impediments, streamlining reporting chains, improving the mining and utilization of data to increase efficiencies and improve our market position.
2. Facilitating enhanced working relationships within and between departments, by challenging the status quo and opening regular channels of communication and information sharing among and between the business units, promoting cross-training and the identification of common challenges and goals and uniform approaches to those goals and challenges.
3. Designing and leading new employee initiation and on-boarding procedures, standardizing training across departments, and clarifying employee performance objectives, all while preserving and building upon the culture of the organization.

With Sallie's guidance, we broke down the barriers between departments, reduced redundancies and made significantly better use of information, leading directly to elevated performance levels for a number of employees and the organization as a whole. I would welcome the opportunity to work with Sallie Voyles and Training for Success again.

Russell T. Ginise
Director
Tax Credit Equity Group
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