

December 17, 2018

To whom it may concern:

We are thrilled to share the experience that we've had working with Gary Mertz & ERA in crafting SentriLock's inaugural Leadership Academy for our high potential employees. We have worked with Gary for a bit over a year and are looking forward to our continuation of the Leadership Academy program.

From the beginning, Gary brought high levels of enthusiasm and professionalism to designing the Leadership Academy program. Gary's passion for creating high impact development that is applicable in everyday job roles is what truly sets him apart as a facilitator. He approached the idea with an incredible fervor for driving an engaging and successful program that the participants would grow in. Throughout the six month series, he was able to be "always-on" in the delivery of each session. In participant satisfaction surveys, participants found the workshop days with Gary to be even more valuable than their mentoring and business project stretch assignments.

Additionally, Gary was always open to collaboration throughout the program, incorporating many elements that we requested and making it fit perfectly into our goals for the curriculum. He was able to leverage the lessons learned from our internal mentoring relationships and business project stretch assignments to maximize the development for the program participants.

Gary Mertz & the ERA team are a phenomenal group to work with. If someone is looking to create a robust, high-impact development program, we would strongly recommend connecting with this group.

If you have any questions, please do not hesitate to reach out.

Sincerely,



Justin Clark
Manager,
Training & Development



Geri Morgan
Director,
Human Resources



Scott Fisher
CEO & Founder