



Guardian Group

Guardian Shared Services Limited

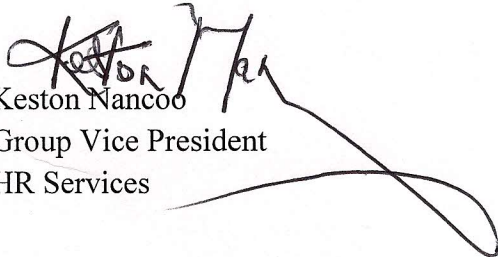
March 2nd, 2015

To Whom It May Concern:

Guardian Group's journey with the Crestcom Bullet Proof Manager program began in September 2013, which influenced the decision to have Managers who are participants in the Guardian Group's Management Development programme to enroll in the program. The program has a unique and flexible design and covers twenty four management and leadership modules over a twelve month period, allowing participants to join the program at any point during the twelve month period.

On a monthly basis we have been able to follow the progress of our participants' implementation plans through the Return on Investment (ROI) sessions. This integral part of the program in addition to the robust monitoring and feedback component attests to the transfer of valued learning to the business environment. The Crestcom Bullet Proof Manager program has exceeded our expectations and, as such, comes highly recommended.

Regards,


Keston Nancoo
Group Vice President
HR Services