



May 30, 2022

Malcolm Gurley
LMI Canada Inc.

Dear Malcom,

I would like to take this opportunity to express my sincere thanks for your efforts in completing the LMI Effective Personal Productivity program for Cameron Advertising Displays.

We selected 4 of our key operations leaders to complete this program and I was pleasantly surprised with how well the team progressed in deriving better cohesion, alignment and communication among themselves through the organization.

When we started the LMI program, you quickly adapted to our needs and working style at Cameron Advertising Displays and we appreciate this. The outcome was facilitated team interaction for improving efficiencies, garnering mutual respect, and working towards the shop being a well-oiled machine. One of the highlights was development of a planning and execution area where we could display daily production planning in real time and while this is still being implemented, we expect a significant step change in production efficiencies.

The return on investment has been many times over and your assistance in obtaining government funding through the Ontario Job Grant program, has made leadership development very affordable and compelling.

Aside from business outcomes, I have seen a definite personal impact on these 4 individuals as they have grown personally achieving both personal and organizational goals.

Sincerely,

A handwritten signature in black ink, appearing to read "Dan Deveau". The signature is fluid and cursive, with a long horizontal stroke at the end.

Dan Deveau
Owner, Cameron Advertising Displays

Questions or concerns please contact (416) 892-2874 or dan@camad.com.

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