



July 1, 2015

To Whom It May Concern:

I have had the great pleasure of working with Legacy Transformation Consulting over the past ten years and in that time have seen remarkable value and transformational results for multiple organizations I've led or been a part of. Robert, Gisele and their entire team are impeccably professional and unlike any other management or leadership consultants I've experienced, have a radical commitment to achieving the outcomes I've articulated for each engagement.

In terms of results, I have had the experience of seeing everyone for first time managers or emerging peer leaders to seasoned executives identify the things that keep them from performing at their highest level of contribution and often work through issues that had sapped them of the joy and deep engagement in their work that they long to experience. I have seen multiple employees on the verge of leaving the company, or surviving in a demoralized and hopeless state, transform through the coaching of the Legacy team into fully engaged, powerhouse leaders.

Additionally I have personally experienced exponential growth in the size and significance of impact from an organization led by a leadership team that grounds itself in the fundamental operating principles revealed by the work they did with Legacy. These organizational transformations have resulted in unheard of speed and agility leading to the delivery of critical software products and innovations developed across multiple teams and organizational boundaries without unnecessary conflict, posturing, or finger-pointing. These projects were undertaken by organizations that were largely unknown to the company's executives but have played a major role in shaping Adobe's business transformation, which has seen the stock price nearly triple over the past 3 years.

In summary, the investments we have made in engaging with Legacy have delivered demonstrable, concrete results in improved organizational performance and employee morale and leadership development. The partnership I've had with Legacy has been definitive in driving transformational value to the company and its shareholders.

Sincerely,

Sr. Director of Engineering  
Adobe Systems Inc.