

Legacy Transformational Consulting Inc.
Att: Mr. Robert Shereck
14050 Broili Dr.
Reno, NV 89511
USA

Copenhagen, March 18th 2013

Dear Robert

On behalf of the local leadership team, I simply want to take this opportunity to update you on our transformational journey in Denmark and Norway.

Following the *Organizational Future by Design* program's kick off with the Nordic Leadership Team (NOPEC) in Q1 2012, we have been able to gradually enroll the full organization and generated breakthrough results. Denmark growth ranked #1 in Europe for 2012 (non-generic portfolio) and Norway finished #4 (among 25 countries). I'm convinced that the work we have done with your team has been a true catalyst from an accountability perspective and helped us to access a new world of possibilities.

On a personal note, I also see myself transformed as a leader. I'm fully inspired by creating a culture where we are not limiting ourselves thinking predictable incremental growth but striving to achieve our full potential and delivering on our bold promise.

I also want to thank you for your trust and contribution to our breakthrough results. As you know by now, I'm moving back to Canada to pursue new business opportunities but I won't say good bye... I'll say see you later since I'm convinced we will collaborate again down the road to create a better future for thousands of patients.

Best Regards

Oncology General Manager Denmark, Norway and Iceland



Region Head,
Middle East

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Al Khail Road
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P O Box 23510
Dubai – UAE

To: Legacy Transformational Consulting Inc.
Att: Mr. Robert Shereck
14050 Broili Dr.
Reno, NV 89511
USA

Dubai, February 17th, 2014

Dear Robert,

I have had the privilege of working with you and your "Legacy" team over several occasions since 2010. We first worked together when I was part of the North and Central Europe oncology leadership team. Following that positive experience, you supported us in the Nordic Cluster leadership team which I lead. Our latest collaboration with you has been the 2 off-sites with the Middle East leadership team. Although all the experiences have been a powerful catalyst in aligning the leadership teams around a common and bold platform based on integrity and trust, I will share with you an update on our Middle East leadership team which just completed the *Organizational Future by Design* program a few weeks ago.

Coming into the program, our team members were focused on their functional and country task with minimal responsibility to the overall Middle East objectives. Many underlying issues of performance or chronic pain points went undiscussed, even though many in the team were aware about them. With the work we did together, the team has genuinely established a new age where trust was declared, new ground breaking principles were adopted and a bold promise was crafted. Over the last few weeks, the Middle East leaders have been great ambassadors in enrolling their teams into this new future we want to be living in.

Robert, I am certain that without the work we did together, we could have gone on to deliver good results but nothing groundbreaking. I strongly feel that we are now playing at a much higher league as ONE TEAM. The team will be able to stay true to our newly declared bold promise which is not incremental higher but fundamentally different with the possibility of delivering results at a different level than the business as usual

Thank you and your team for really helping us transform ourselves, our teams and our business.

Kind regards,

A handwritten signature in blue ink, appearing to be "M. Shereck", written in a cursive style.

Region Head, Middle East Cluster