



April 2, 2010

TO WHOM IT MAY CONCERN:

It is with great enthusiasm that I share this letter of reference for Marcia Hughes, president of Collaborative Growth, L.L.C.

Ms. Hughes has been instrumental in assisting the Daniels Fund in team building with our Senior Management as well as the Grants and Scholarship Departments. She helped each team member develop skills necessary to work together as well as identifying their individual strengths and weaknesses in order to better serve our organization and our community.

Marcia was also instrumental in working with our staff and management in one-on-one leadership coaching. Her coaching has been valuable to us as an organization and to individual associates receiving the coaching. I have witnessed firsthand results from the one-on-one coaching as I observe positive problem solving within the organization.

Marcia's strengths and talents are many. She is motivated, enthusiastic, and respects others. She excels in her profession. I have no doubt that you would be pleased with the results of her leadership.

Sincerely,

Linda Childears