



**Center for
Financial
Training**

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To Whom it may Concern:

It is with pleasure I provide a recommendation for Lee Ann Szelog. I have known Lee for the past 7 years, initially when she was Vice President of Education and Development at Camden National Corporation at which time she joined our Board of Directors and facilitated several classes for the organization that we offer to our member banks and their employees. She also served as the primary facilitator for a number of our sessions at our annual board of director's conference in 2007.

When Lee established her own business in 2008 she continued facilitating courses for CFT, most notably our Advanced Supervisor course, which is a leadership course for supervisors. This 4-week, 26-hour course is designed for one facilitator to deliver, which creates consistency and a comfort level for the participants as they work through a number of assignments. As the Executive Director for CFT, one key measurement I use to gauge the success of our classes and facilitators is from the comments received from participants. Based on this, Lee's performance consistently exceeds my expectations and those of the attendees as evident below from 2 sample comments from participants.

"Your program was certainly one of the more interesting and engaging classes that I've attended in a long time. Lee Ann, you should pat yourself on the back; you make people want to be better."

"The Advanced Supervisor Class was a good class; Lee made it a great class. Her patience with my questions and her knowledge of the subject helped me understand the concepts and how to apply them."

Lastly, I appreciate Lee's creativity. She has developed a couple of new classes for us, which enhances our offerings and expands our fee income. She has proven to be an excellent partner for our organization, augmenting the educational programs we offer in a commendable manner.

If you have further questions or need clarification on any information provided, I am happy to speak with anyone about Lee and how she can benefit to your company or organization.

Sincerely,

Tanya Kolonoski

Tanya Kolonoski, Executive Director
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