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February 16, 2016

Reference for Ms. Patty Leveille

To whom it may concern,

It is my pleasure to write this hearty letter of reference and recommendation for Patty Leveille. My experience with Patty covers both the personal and professional realm.

I've known Patty for over 10 years. I have seen her in action when she is leading and coaching large groups (50-100 people) toward the attainment of their goals, as well as her work at the International Barbershop Harmony Society (BHS) headquarters in Nashville, Tennessee. She has earned the respect and admiration of more than 21000 members throughout North America and 10 countries around the world. The US wasn't big enough to hold Patty's talents in!

In 2011, my company, Paradigm Associates, was contracted to conduct professional development training for the BHS International Board and Society staff. Patty has given me permission to share comments regarding her test scores and abilities.

Ms. Leveille was assessed using the Attribute Index from Innermetrix. This is an instrument that objectively measures both potential and human capacity based on brain functioning. It has been validated around the world. Patty's scores were observed to clearly be among the top 5% of all the hundreds of thousands of people tested to date.

The following representative scores are on a 1-10 scale with 10 being the highest score:

Realistic Goal Setting for Others 10.0
Correcting Others 9.7
Developing Others 9.5
Evaluating Others 9.5
Freedom From Prejudices 9.5
Realistic Expectations 9.5
Sensitivity To Others 9.5
Understanding Motivational Needs 9.5
Problem Solving 9.3
Seeing Potential Problems 9.2

Ms. Leveille served as HR Manager for the BHS and Executive Assistant to at least three

different BHS CEOs. Patty was also the liaison to the International Board and Affiliate countries. In addition to her overseeing confidential functions, she oversaw critical elements of the relocation of headquarters operation from Wisconsin to Nashville. Considering the score levels above it is not surprising to see why she was so successful in her professional roles. In 2014, I was elected to the BHS International Board and again witnessed Patty's abilities first-hand. Again, it is my pleasure to recommend Patty Leveille for any position of management she seeks.

Should you have any questions please feel free to contact me.

Sincerely,

A handwritten signature in dark ink, reading "Doug Brown". The signature is fluid and cursive, with the first name "Doug" and last name "Brown" clearly distinguishable.

Douglas S. Brown
Chairman/CEO
Paradigm Associates LLC.