



MECKLENBURG COUNTY
Human Resources Department

September 15, 2009

David Moff, SPHR
President and CEO
The HR Group, Inc.
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In 2007, Mecklenburg County contracted with The HR Group to assist with the diversity initiative. The HR Group's scope included conducting an organizational assessment, designing the program, and delivering diversity awareness training for Mecklenburg County employees.

The HR Group conducted a County wide assessment, provided the results, and developed recommendations to the County to move forward with the training. Through the partnership, The HR Group and Mecklenburg County developed the training curriculum based on the assessment results. The HR Group delivered the training to over 1,600 employees throughout the County from July 2008 through March 2009.

The facilitators, which included Mel Ashbury, Lenora Billings-Harris, Ulinda Forehand, and Natan Feldman, delivered an outstanding diversity training program. The feedback received from County employees was extremely positive. Attendees indicated the facilitators were very knowledgeable and energetic and the environment created was made safe for engaged participation. The overall rating for classes was 2.59 out of 3.0 scale.

As the project manager, Sandy Bateman was always readily accessible and handled issues and/or concerns immediately. She observed the first three months of the training to ensure effectiveness and consistency among the facilitators.

As a result of the training, the County's Employee Climate Survey on the diversity perception index in 2009 was 87%, which was exemplary based on the County's performance standard. We certainly believe that the work of The HR Group contributed to this success.

Given the opportunity, we would certainly consider utilizing your services again.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Peek".

Chris Peek
Human Resources Director