



December 10, 2012

To Whom It May Concern,

I had the opportunity to meet Tod Novak when he facilitated a workshop for our conference in Kauai, Hawaii October 24-27, 2012. Tod did a workshop called "**The Birds of Communication and Leadership**". The workshop was full for both sessions and attendees came out of his workshop raving about what they learned and how much fun the workshop was. As a facilitator myself, it is very gratifying to see attendees feeling energized by a presentation and learning valuable skills at the same time.

Tod's evaluations were excellent. He received comments like, "Very motivating", "Great presenter", "Have him again". One participant said after the conference, "The workshop changed the way I interact with my boss". These types of reactions are every conference preparers dream. We all want our attendees to go away feeling that they have learned something and had fun in the process.

Tod was very personable and fit right in to the inner weavings of the conference. He was very professional, yet very warm and easy to relate to. He not only did his workshop, but participated in the conference and interacted with our participants.

I will recommend Tod to fellow conference planners and colleagues. It was a real pleasure working with him.

Sincerely,

Kay Kelley  
Executive Director  
YWCA Pacific Region