

July, 2017

RE: Sherrie French

I have known Sherrie for almost 4 years, during which time she was the Corporate Trainer for Epic-Premier Insurance Solutions. For 2 of those years, she reported to me.

Sherrie **transformed** knowledge sharing at Epic-Premier, taking it from an informal, sporadic, as available environment to a formal, planned, structured training program. She designed and implemented a 5 day onboarding program, including hands-on experiences, guided self-study, and daily check-ins to supplement the one-on-one, just in time training provided by supervisors. In addition, Sherrie researched, vetted, and integrated an e-learning system, then proceeded to create courses to populate the library with both mandatory and optional education selections. Using SME's to provide the content for technical training, Sherrie's skill in instructional design enabled her to create effective, interactive programs that engaged learners and provided for assessment opportunities for experienced and new employees alike.

Using her own knowledge and in-depth research, Sherrie initiated several soft skill programs around communication, self-knowledge, and corporate culture. Her e-learning programs were widely used throughout the various teams and received praise from all levels of the organization for their thoroughness and attention-grabbing elements.

Sherrie is very good at recognizing a need and finding the most effective way to meet it. Year over year she introduced new and interesting topics, brought greater understanding of the organization to employees, and made learning enjoyable.

The training program at Epic-Premier exists today because of Sherrie's creativity and determination. The quality of the offerings she created are what made the program effective and sustainable for years to come. Sherrie made sure to leave a lasting impact, working on finishing up programs that had yet to be presented to management before she left. Having used in-house training programs at multiple Fortune 500 companies, I can tell you that Sherrie's skill set and deliverable are top notch. She will be an asset to any firm that entrusts employee training to her.

Please feel free to contact me you need additional information.

Respectfully,

A handwritten signature in cursive script that reads "Michelle Andrew".

Michelle Andrew, CPCU, MBA
Strategic Initiative Administrator, Former
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