



**BYTES**  
TECHNOLOGY GROUP

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### Testimonial – Richard Riche

The Bytes Technology Group has been closely associated with Richard Riche for several years. He has assisted many Bytes employees to be better communicators and better leaders via our four corporate Toastmaster clubs.

Richard has been so successful at Bytes that we are looking at ways to involve him in assisting us with our broader business.

We believe that Richard has shown the right Bytes values.

- **He is professional.** He gives great efficiency, outstanding quality and exceptional delivery.
- **He has a 'will to do' attitude.**
- **He has high integrity.** He gives sincere and meaningful feedback that counts.
- **He is a special person.** He is recognized within Bytes for his expertise and commitment.

We have adopted the 3-2-1 feedback method that he developed as a quick win in teaching employees good feedback methods and habits. The results have been impressive.

Yours sincerely

Skip Franzsen. ACB, ALB

Bytes Human Capital and Transformation Executive.

UNLIMITED SOLUTIONS

