

# J. C. CODY, INC.

## HUMAN RESOURCE DEVELOPMENT

March 1, 2005

To Whom It May Concern:

I am writing this letter in support of Carter, Reddy & Associates, Inc. (C&R) and their high quality educational programs. I have worked with C&R for over three years on various projects. Throughout our working relationship, C&R has consistently shown exemplary standards relative to their research-based approaches, highly individualized curriculums, effective program models, and overall professionalism. Combined with their passion for aiding all students, I can undoubtedly say that C&R is one of the best education firms with which to work.

One such superlative program is the Self-Directed Learners After-School Program that operates via the No Child Left Behind legislation. I have seen the program operate in various school districts from Inkster Public Schools to Detroit Public Schools for two years now. The program is based on research driven scientific approaches and effective teaching strategies. C&R utilizes instructors that are highly trained and motivated. Consequently, the program truly moves all types of students, including non-English speakers like Latino students, in the learning process. The results are students who read, write, and do math at higher levels. The progress is significant, and the students really enjoy themselves.

In my role as administrator for a leading education company contracting with Detroit Public Schools, I have also had an opportunity to extensively view C&R's G.E.D. program. Because of the proven effectiveness of C&R's programs, my company gladly contracted C&R. Once again, C&R demonstrated an in-depth understanding of the students and their specific needs. C&R developed and operated a customized program with a strong research base that worked with all varieties of students. This population included 18-21 year olds who ranged in ethnicity from African-American to Caucasian to Asian. They also represented various socio-economic backgrounds.

I highly recommend C&R to service all types of learners. Their research based approaches consistently work to significantly improve students' academic skills in various content areas. If you have further questions, please feel free to contact me at 734-604-1134. Thank you for your time.

Sincerely,



Dr. John Graves