



September 30, 2011

Ken Sergi  
1010 University Avenue # 662  
San Diego, CA 92103

Dear Ken,

I would like to extend to you my sincerest thanks for your outstanding contributions these past five years on behalf of Caskey Consulting and its leadership role in successfully migrating more than 250,000 U.S. Department of Defense (DoD) civilian employees to the National Security Personnel System (NSPS), a contemporary personnel management system legislated by Congress in 2003 and founded on current pay-banding and pay-for-performance principles.

The implementation of NSPS was hands-down the most significant change to occur within the federal workforce since the establishment in 1949 of the General Schedule (GS), the federal government's predominant personnel management system. Initially intended to roll out to an estimated 750,000 civilian employees, the project's scope made it highly visible and presented numerous challenges, not the least of which was challenging a culture of adversarial supervisor-employee relationships and automatic pay raises. Caskey Consulting played a significant role in addressing these challenges, training tens of thousands of Army, Navy, and Air Force employees and supervisors on the new system and helping them to embrace a new way of doing business.

The extraordinary role you played in positively impacting this extensive effort cannot be overstated. The challenge of understanding the system and working with leaders at various levels diverse levels was tremendous and required an in-depth knowledge of leadership and management principles, goal-setting and performance management, position management and compensation, and more. You rose to this challenge, displaying with each assignment a level of skill and ability that were nothing short of impressive and universally recognized by your clients and peers alike. You became a valued member of the Caskey Consulting team and one of only three senior consultants qualified to work at the highest levels of leadership within DoD worldwide. Your passion, commitment, and flexibility were unwavering.

It is with confidence and without reservation that I will continue working with you and highly recommend you to others.

Sincerely,

  
David Caskey  
President