

FROM: Jim Gornto
Financial & Business Consultant

DATE: February 15, 2009

RE: Personal Recommendation

To Whom It May Concern:

This letter is my personal recommendation for Joshua Hays. For the past two years I served in several senior management positions including CFO of the company that currently employs Joshua Hays in the position of Marketing Director. Joshua did not report to me but because of our positions with the company I was able to observe and work with him on almost a daily basis.

Besides being a polite gentleman to work with, Joshua is a take-charge executive who is able to present creative ideas and solutions and communicate effectively with all levels of management. Joshua was responsible for developing, managing and implementing the total marketing program for our company. He was able to demonstrate the success of his plan by measuring the direct results to the company in increased leads and sales.

Josh is a team player, talented, educated and experienced and would be a great asset to any organization.

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