

To Whom It May Concern,

It is my pleasure to strongly recommend Josh Schiering for any Human Resources Job within, or outside, of the Cannabis Industry.

I am Alex Snyder, the Current General Manager of Fernway, and I have worked with Josh for the last year. Many of you in the Cannabis Industry know that is more like 5 years. I was able to witness Josh help guide a young team of new hires into a group of upstanding cannabis professionals.

During our time together Josh displayed great talents in conflict management, personnel development, and bringing in new talented team members. When I first met Josh, I was immediately impressed with his energy, enthusiasm, and ability to bring a team together. The more we worked together the more I realized he is not only great for team morale but is the one person I would want in my corner when difficult conversations are needed. Josh's ability to stay calm while having conversations that others would be uncomfortable with is an extremely important skill for anyone in Human Resources to have.

I am confident that Josh would be a great fit for any Human Resources role and would be able to lead the department for any company. He would be a great asset for any company looking to grow and expand within the Cannabis Industry.

If you need more information or specific examples, please do not hesitate to contact me at alex@fernway.com or 802-338-5019. While this is only a snapshot of Josh's talents, I would be happy to elaborate further at any time. I thoroughly enjoyed working with Josh, and I would be honored to again in the future.

Sincerely,

Alex Snyder, General Manager of Fernway

