



To Whom It May Concern,

It is my honor to highly recommend Josh Schiering as an HR Leader for your organization. I had the privilege of working with Josh Schiering as we navigated through the complexity of establishing the HR functions for a start-up company (Fernway).

Josh is extremely hard working and conscientious. I have enjoyed our working relationship and found him to always be professional and cordial regardless of how difficult the challenge.

Josh has great command of HR processes and policies. He drove the build out of most of Fernway's HR infrastructure and procedures under the pressure of a startup environment with limited resources.

I have every confidence in Josh's future success as an HR leader and highly recommend him for such a role.

Sincerely,

A handwritten signature in black ink that reads "David Pollard".

David Pollard
CEO
iSkout HR Solutions