

GRADE SUCCESS Education

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To Whom It May Concern:

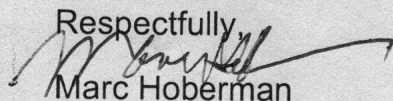
It is with great pleasure that I write to you about the work performance of Josh Schiering. Josh is a consultant for my company, Grade Success Education. His marketing prowess and innate ability to communicate with individuals and teams is unparalleled. Josh is able to think outside of the box and create a variety of programs and offerings consistently. He seems to know intuitively what clients need and how to structure programs in ways that meet those needs. More importantly, he is proactive and has the uncanny ability to determine what clients want even before they do.

Perhaps Josh's greatest strength is training and managing others. His ability to communicate knows no equal. I have seen Josh deal with difficult workers, students, and parents and deftly manage expectations in a structured, fair, and effective manner. He is able to offer constructive criticism in a way that truly shows that he cares for individuals and treats them as more than simply employees or clients.

Josh is one of the most reflective people I have ever met. Not only does he take direction well, he also implements actionable results beyond the scope of my highest expectations.

Josh's ideas and creativity never end. He is a perfectionist and demands more from himself than anyone else. My business changed dramatically when I brought Josh on board. In short, Josh Schiering is a game-changer. The only person who demanded more from Josh than me was Josh himself. There are few if any individuals who I have ever met that can match the vision and persistence of Josh Schiering.

Respectfully,



Marc Hoberman

Owner & CEO Grade Success Education