



PREMIER CLASSES AND CAMPS FUN FOR KIDS, GREAT FOR PARENTS

September 25, 2019

To whom it may concern:

It is with extreme pleasure that I have prepared a letter of recommendation for Josh Schiering. As the owner and founder of LINX, a leader in classes and camps in Massachusetts, I have had the honor of working with Josh Schiering for 12 years. Josh started out as a Vice President of a small company and moved up to Vice President and Executive Director of Camps of a significantly larger company over that time.

Josh came to LINX initially as a consultant shortly after LINX opened. He shared his energy, passion and enthusiasm for how a program should be run. Within a year, it became clear that LINX would benefit from Josh joining the team full-time.

Once on board, Josh helped transform and expand LINX to amazing accomplishments. Josh's passion has always centered around summer camps. Josh found properties for us to use to host our outdoor camps. He built programs, systems, cultures, experiences and other parts of the fabric of LINX Camps as we experienced massive growth. When we grew too big, he led the charge to find new and better locations for LINX Camps.

Josh built a culture at LINX Camps that was wildly energetic, fun and supportive for campers and families. He created countless traditions, events, characters and experiences that made campers feel like they had entered a magical place.

Josh is a great evaluator of talent and excelled at developing team members. He also has a rare combination of creativity and analysis. Josh created countless designs, spreadsheets, models, projections, etc. to plan ahead to ensure the path forward was clear. Josh then used that information to set attainable goals for team members to strive to reach. Josh made sure there were systems in place to reward and celebrate those accomplishments.



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What I am most proud of working with Josh is that he and I worked as a team, almost like brothers. Together we helped create incredible growth for LINX Classes and LINX Camps with some record years of expansion while still maintaining the quality we both obsessed to ensure.

The greatest compliment and recognition of Josh would be knowing that if heaven forbid something happened to me, it was Josh that I asked to take over the day to day operation of the company in my place.

It is with great pleasure and confidence that I recommend Josh Schiering for any position.

Sincerely,

Joe Kahn
Owner/Founder of LINX



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