



Sanctuary Medicinals

Michael Goodwin
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RE: Reference Letter for Josh Schiering

To Whom It May Concern:

I am honored to write this professional and personal reference on behalf of Josh Schiering. I have worked very closely with Josh for the last two years and he has been an incredible mentor, friend, and leader. Josh has taken me under his wing from the start of his career at Sanctuary and has taught me many valuable lessons on a professional, leadership and personal level. Josh and I made an instant connection right away, as he did with many members of the organization. Josh was able to create a productive and efficient work environment, while keeping it fun and stress free at the same time.

Josh has been the core of our organization in many ways. He has a very special combination of HR expertise, business acumen and passion for our organization and the industry that makes him such a great leader and person to look up to. He takes pride in his work and is very passionate about what he does. I knew from his first day that Josh was going to be a great fit and he still exceeded my expectations. His ability to quickly overcome the steep learning curves of the business, communicate effectively both with employees and to management, as well as hold himself accountable for his work was extremely impressive and valuable to the organization. The company had a huge need to establish proper HR systems and a presence that would help unite the teams to a more positive path forward. Josh filled those shoes right away and then more. He quickly stepped in and made a huge impact to the company and its employees and helped excel us forward in such competitive industry.

I have no doubt Josh will prove a valuable member and integral piece of any operation. I look forward to keeping in touch with Josh and working together in whatever capacity it may be!

Respectfully,

Mike Goodwin
General Manager of Cultivation & Processing - Massachusetts
Sanctuary Medicinals
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