



# HART-T-TREE FARMS

[www.hart-t-trees.com](http://www.hart-t-trees.com)

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December 31, 2018

To Whom It May Concern:

I am pleased to introduce David and Marc-Anthoni Paul, aka "The Airstream Cowboys", as outstanding staff members of the Hart-T-Tree Farms team. We are a seasonal business growing and selling Christmas trees. We grow trees on our farms in North Carolina and retail our own product on a network of retail Christmas tree lots in Southeast Florida each season. We have built our business on excellent product and excellent customer service since 1977.

Cowboy Dave and Marc Anthoni joined our operation in 2013 as retail Christmas tree lot managers and certainly showed us what great workers, managers and purveyors of outstanding customer service they were. Over the six years that they have managed their Christmas tree lot, they have come up with innovative ideas to streamline their operation, train their staff and generally make their customers gleeful when they leave the tree lot. They have increased their revenue each year which, of course pleases us all.

Dave and Marc are self-starters, principled, disciplined and loyal employees. We have found ways to use their talents off the tree lot, helping us during our pre-season set up and post-season tear down periods. Always at the ready, sharing ideas how to improve the operation and honestly sharing input regarding company innovations, we regard them and their opinion highly. We have found that we've been able to build our retail business by listening to the needs and suggestions of our lot managers. Dave and Marc continue to help us grow and we appreciate them greatly.

They have also worked with us in the summer on the tree farm doing odds and ends around the farm. They are very handy and work together as a team like clockwork. They are thoughtful, tidy, organized and efficient in their work. Please contact me for more information if you'd like. We are proud to have these guys on our team and doing what they can to make our company better each year.

Kind regards,

Kathy Chefas

Owner/Director Retail Operations

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