



**FINANCIAL
SOLUTIONS**

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March 4, 2020

Mr. Jon Gerson, President
Executive Solutions
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Jon,

It is with pleasure that I write this letter of recommendation of your work and Executive Solutions. I was impressed with the care you took to understand our firm and our unique needs. Rather than simply inundate my team with resumes and candidates hoping you'd find one that "stuck", you took the time and effort to interview my management team extensively to better understand our company's history, culture, and goals in hiring. With your knowledge of the equipment finance and leasing industry, your questions and approach demonstrated a clear and concise approach to establishing what we were looking for. By working with us to create an industry specific interview framework, we were able to confidently qualify candidates you submitted, and make informed decisions about the candidates we ultimately hired.

We have now worked together for many years, and I am pleased to consider our collaboration ongoing—and know that whenever we work with you on our hiring needs, you are representing our interests while staying on top of industry changes and trends. It is also clear you have developed a trusting relationship with the candidates which is mutually beneficial for both our company and our potential employee.

We look forward to working with you for many years to come and thank you for significantly contributing to our success.

Sincerely,

A handwritten signature in black ink, appearing to read "Jeff Rudin".

Jeff Rudin
CEO