

March 3rd, 2020

To Whom It May Concern:

I've known Jon Gerson for more than ten years when he first called me as a potential candidate while conducting a search. Though this experience did not lead to my accepting a position it did begin a long professional relationship. I have worked with many recruiters over the years, and Jon is truly unique in the comprehensiveness of his approach and the care with which he represents his clients & candidates.

At times I have engaged Jon and Executive Solutions as a recruiter helping to build out my own teams, and at times he has represented me to help advance to the next step of my career. Jon is thorough, diligent, and acts with integrity. His knowledge of the equipment finance industry and deep history in the space ensure that when he is presenting a candidate or an opportunity he is doing so with a broad perspective informed by his understanding of our unique industry—and not superficial considerations.

Whether I have been Jon's client or his candidate, I have found him to be an honest broker of information concerned with representing all parties fairly and equitably. I have valued Jon's perspective and insight because no matter the circumstance—and whether it was to his immediate short-term benefit—Jon is careful to inform rather than attempt to sway. When he recommends a candidate for hire or a company as a potential home for employment, I know he is doing so having thoroughly and carefully vetted the fit between my needs as a hiring manager or prospective employee.

I hope to continue my relationship with Executive Solutions for many years to come and recommend him whatever your needs may be. If you would like to discuss further, please don't hesitate to reach out to me at m.far44@hotmail.com.

Sincerely,

Mark Farlin

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