

To: Those concerned.
From: Ms. Jodi Cheek Taylor, HR General Manager, Americas Armacell, LLC
Date: January 21, 2019
Re: New Venture Resources, Inc. endorsement

I am pleased to endorse Will Collins, President of New Venture Resources, Inc. with respect to his human resources experience, professionalism, and commitment to our organization.

Armacell, LLC contracted with New Venture Resources, Inc. from November, 2017 until January, 2019 to provide HR services and solutions in support of a recent project.

Will's experience and enthusiasm was successful in recruiting and on-boarding a 50% increase in new team members to support an expansion project with one of our fastest growing manufacturing facilities.

His unique approach to establishing and growing sustainable relationships and his genuine commitment made such a positive impact that we did not hesitate to name him interim HR Manager for the facility when an occasion was presented.

We are grateful for Will having become an active member of our team and recommend him for consideration utilizing his experience and enthusiasm at any level in the human resources world.

I may be reached at Jodi.cheek@armacell.com for further communications.