



January 12, 2021

RE: Garth Futch (aka Futch)

To Whom It May Concern:

I had the pleasure of working with Futch for eight years at a post-secondary education institution, initially in my role as a consultant for the school, and then as CEO for six of those years. During this time, Futch was an instructor and later also became the Curriculum Development Coordinator, overseeing the creation and maintenance of over 3,500 hours of curricula.

Futch is a passionate, humorous and innovative communicator who meets each student at their point of understanding. He was beloved by students, alumni and co-workers, leaving a lasting impression on everyone he interacted with.

When Futch approached me about wanting to engage in a more meaningful way, I created the Curriculum Development Coordinator role for him - he leaned in and ran with the new responsibility. He oversaw the revamping of a major course, coordinating multiple team members to create new lectures, quizzes and assignments (in record time) that was well received by students. Through this process, Futch and I would have many impromptu brainstorming sessions where we would whiteboard ideas and develop solutions for his projects. Futch's adaptability, energy and positivity made these sessions a highlight of my day.

Futch will bring a spark of creativity, learning and laughter to whatever endeavour he pursues.

Sincerely,

A handwritten signature in black ink, appearing to read "MS" followed by a stylized flourish.

Mike Schroeder