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| Reference Letter 1: |

Gil Caban

Cardinal Health – Specialty Distribution

233 Mason Road

La Vergne, TN 37086

June 30, 2023

To Whom It May Concern:

Jon Nicholson worked at Cardinal Health on my team for over a year. Jon has been a part of other teams at Cardinal Health before reporting into my area. In the time he reported to me he created specialized reports and training materials for other teams I supported in my role as Supervisor of Specialty Exclusive Services.

Jon is a fast learner and is dedicated to process improvement. He is self-motived, delivering projects on or before they are due. Jon is extremely smart, welcoming, and understanding. He is fluent in several software solutions and excels in reporting. Jon will make a wonderful addition to any team.

Feel free to contact me with questions. My contact information is [Gilbert.Caban@CardinalHealth.com](mailto:Gilbert.Caban@CardinalHealth.com) 973-861-7577.

Gil Caban  
Key Account Manager  
Oncology / Urology

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| Reference Letter 2: |

Roy Landis

Cardinal Health – Specialty

233 Mason Road

La Vergne, TN 37086

March 5, 2024

To Whom It May Concern,

I am pleased to write this letter of recommendation for Jonathan Nicholson, who served as both a contractor and Senior DSCSA representative at Cardinal Health Specialty during his tenure with us.

Jonathan demonstrated numerous strengths that make him a valuable asset to any prospective employer. His proactive approach towards enhancing processes using Excel and Standard Order Processes (SOPs) showcased his dedication to efficiency and continuous improvement. Throughout his time with us, Jonathan assumed diverse responsibilities and roles, readily contributing to various aspects of our operations. Specifically, he played a pivotal role in preparing for the implementation of the Drug Supply Chain Security Act (DSCSA) by taking on multiple responsibilities related to the impending changes. Notably, Jonathan spearheaded initiatives such as the creation of a Business Unit improvements spreadsheet, identification and rectification of duplicate work, formulation of the Returns SOP, and development of dashboards for various Business Unit Projects.

Jonathan's intelligence is evident in his ability to navigate complex challenges, making him an ideal candidate for any organization, particularly within the customer strategic team. His honesty, adaptability, strong work ethic, and effectiveness in handling tasks further distinguish him as a reliable and valuable team member.

In conclusion, I wholeheartedly recommend Jonathan Nicholson. If his outstanding performance in our facility is any indication of his capabilities, I am confident that he will make a significantly positive impact in any available position within any organization. For any additional information or inquiries, please do not hesitate to contact me at 615-995-2415 or via email at R.Landis.615@Gmail.com.

Sincerely,

Roy Landis

Cardinal Health

Lead Representative, Customer Service Ops

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| Reference Letter 3: |

Martha Valdez

Cardinal Health – Specialty Pharmaceutical Distribution

October 22, 2024

To whom it may concern,

Jonathan Nicholson has been with Cardinal Health since March 2022. Jonathan began his employment as a Specialty Contractor and after a little over a year, was selected as a Senior DSCSA Representative.

As an employee, Jonathan is always thinking about ways to streamline processes and automation. He has identified several opportunities within our space and developed reporting that has been adopted by the team. Doing so has led to efficiency and quality improvements.

Jonathan’s key strengths include but are not limited to strategic thinking, problem solving, process mapping and automation. He brings a wealth of knowledge as it relates to reporting and several software solutions.

Should you have any further questions about him, feel free to reach me by email or phone.

Sincerely,

Martha Valdez *Manager, Specialty Pharmaceutical Distribution*

*Global Business Services, Customer Service Operations*

Tel: 847-887-3831 | martha.valdez02@cardinalhealth.com