



March 31, 2022

To Whom It May Concern,

My name is Joe Giannacco, Owner of Pelican Sales, Inc. and Haven Gear LLC. Our businesses have been active since 1991. We sell and manufacture tactical supplies and industrial safety equipment to the federal, local, and state government markets. We sell these products on our GSA contracts which Kyle supported. From 2021 to 2022 we employed Kyle Cahalan to assist our team in doing various technical and physical projects in the office and warehouse. During this time Kyle developed an e-commerce website for our company, listed thousands of our products for sale on Amazon.com and did so without any prior knowledge or experience. Kyle is a very quick learner and able to put projects together to completion in a very short period. Kyle also is a very honest and trustworthy person, which is hard to find. Kyle understands what we wanted as business owners and was able to work to that end.

In addition, Kyle worked in our warehouse to lead several packing projects. He was able to bring in additional labor needed and direct the team towards completing each project. Kyle helped us to strategize through our supply chain issues to minimize labor and carrying costs.

Overall, I feel that based upon the work that Kyle did for us he would be an excellent choice for any employer. Kyle worked with us for a year as an intern, based on our current business conditions we were not able to renew his employment another year. I am available anytime to discuss more information about Kyle. My contact information is below:

Joe Giannacco
Pelican Sales, Inc.
321-288-2059 Cell
Joe.Giannacco@pelican-sales.com

Thank you.

Sincerely,

A handwritten signature in black ink that reads 'Joseph Giannacco'.

Joe Giannacco
President
Pelican Sales, Inc.