John M Glitsos, CPBT-KA Balinda Strosnider, CPBT-KA 9005 S. 15th Way Phoenix, AZ 85042

March 24, 2020

To whom it may concern:

We are in charge of the Free Flight program at Liberty Wildlife which houses and trains a group of five birds of various species for the purpose of producing educational shows for the public.

Margaret DeCuir was an active member of our team for over a year until recently when we suspended volunteer assistance because of Covid-19 concerns.

Margaret is a conscientious worker and took direction well. Her behavior around the animals was as expected of our team, with good observation and respect for the messages being conveyed via body language and position. Margaret worked well in close proximity with the birds and with her teammates on the Friday volunteer team. She was also the team lead on days that we could not be there.

We have exacting protocols for daily husbandry that Margaret understood and implemented without any problem.

We are happy to recommend Margaret for positions that require a strong work ethic, good execution of assigned tasks and the ability to work with a team. In addition to that, Margaret always has a smile on her face and is fun to be around.

Sincerely,

John Glitsos

Balinda Strosnider