David Decuir,

iCAN Technologies

Lafayette, Louisiana

To whom it may concern,

It is my pleasure to highly recommend Christopher Castille, PhD for the Gerald Gaston Endowed Professorship Chair.

My name is David Decuir, Co-Founder and Managing Partner of iCAN Technologies. I have over 15 years of experience in the oil and gas industry. While earning my MBA at Nicholls State University, Christopher Castille, Ph.D. was our instructor for *MNGT 502 – Managing Human Capital.* The fundamental concepts that we learned in Dr. Castille’s course have allowed me to create a business model specific to competency and training of the industrial workforce. His passion towards developing students and giving them the tools needed for success embodies what every educator should strive toward.

The data analytics approach to human capital management is a skill set that has not been widely deployed throughout the traditional Human Resource department. In most organizations, this department is heavily focused on policy and not on Industrial and Organizational Psychology approaches. Dr. Castille’s teaching style has allowed me and others to utilize these statistical models to solve real world problems.

I have been able to implement an advanced training solution within my investor’s organization that encompasses computer based and virtual reality training. This has created a savings to the organization of over $2.3 million dollars annually. iCAN Technologies offers an advanced statistical software platform that evaluates the technical comprehension of employees and applies algorithms to create a uniquely specific development plan for each individual. The fundamental understanding I have around Industrial and Organizational Psychology methodologies manifested from Dr. Castille’s courses.

While a recommendation letter is only a snapshot of Dr. Castille’s talents please do not hesitate to reach out with further questions. I can be reached at 337-501-9568, or at [david.decuir@icanhiot.com](mailto:david.decuir@icanhiot.com).

Sincerely,

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| **DAVID DECUIR** |
| **Managing Partner** |
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