

October 23, 2018

To Whom It May Concern:

I have had the opportunity to have Marc De La Cruz reporting to me for the past year and a half. During that time, I have been able to work closely with Marc and see his superb work ethic and attitude.

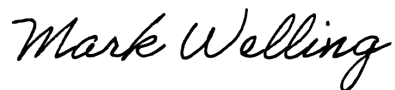
Marc started reporting to me as a high-school intern. Unlike other interns in his position, Marc took every opportunity to maximize the work he was completing and went above and beyond on multiple occasions. Due to Marc's substantial work for our team, we retained him (the only high-school intern we retained) as a continuing intern and then hired him as an official part-time Marketing Assistant on the team.

He is a proficient writer, is fully certified in the Adobe Creative Suite and has great skills as a project manager. Marc is a self-starter, he constantly looks for projects that he can take on and complete without prompting or supervision.

Marc has many qualities that are well beyond where he should be in his professional career, and he uses his talent in concert with a head-down get work done attitude. I would fully recommend Marc for any position or opportunity that he is seeking.

Regards,

Mark Welling
Vice President of Marketing
Waterford Institute
markwelling@waterford.org
801.349.2221

A handwritten signature in black ink that reads "Mark Welling". The script is fluid and cursive, with the first letters of "Mark" and "Welling" being capitalized and prominent.