



November 20, 2019

To Whom it may concern:

I would like to recommend Renee Barley as a candidate for a position with your organization. In her position as Vice President, Operations and Account Management, Renee played an integral role in strategic planning, development, deployment and overall performance for our organization. She has excellent written and verbal communication skills, extremely organized, can work independently, and is able to follow through to ensure the job is completed.

Some of Renee's key accomplishments that I would like to point out are:

- Played an integral role in increasing revenue by over 400%
- Influenced client growth significantly with implementations of 30 plus clients: 50 benefit structures and 37,000 lives, plus a pipeline of an additional 100,000 lives
- Influenced and fostered 3 broker/consultant relationships
- Facilitated the integration of 4 TPA's

Unfortunately for our organization, we made the decision to consolidate our operations and account management in San Antonio. Our loss is your gain! Renee will be a wonderful asset for your organization.

Yours truly,

A handwritten signature in blue ink, appearing to read 'Jay Cassidy', is written over a faint, larger version of the same signature.

Jay Cassidy

President



To Whom It May Concern:

During 2019, I had the opportunity to work with Renee Barley at Envisacare Rx and she did an outstanding job in her role as Vice President of Operations & Account Management. Renee played an integral role in the planning, development and performance of our start-up PBM. Renee is very well organized and assisted greatly in managing the addition of new clients to our PBM. Renee has great relationship building skills which was key to our rapid growth in 2019.

Renee is thoughtful, intelligent and has an excellent rapport with clients. Her communication skills are excellent.

In summary, I highly recommend Renee for any position or endeavor that she may seek to pursue.

If you have any questions, please do not hesitate to contact me.

Sincerely,

Mark Heil

A handwritten signature in black ink that reads 'Mark Heil'. The signature is written in a cursive, flowing style.

Envisacare Rx, CFO

Cell 817-313-0944



Berkshire Hathaway Specialty Insurance

To Whom It May Concern:

I was initially impressed with Reneé Barley's passion, enthusiasm, communication skills and professional demeanor upon our first interaction at a mutual client 5 years ago. Reneé was the Strategic Account Executive for OptumRx. During the past five years, Reneé, has consistently demonstrated all of these qualities and more, and I heartily endorse her for any position with in your organization.

Reneé is reliable, dedicated and very passionate about what she does and the clients she serves. Her interactions with clients and ability to build trustful, impactful relationships are unparalleled to any other. Reneé demonstrates amazing leadership skills and has the ability to apply her diverse skill set to any situation. She effectively applies innovative thinking to problem solve on behalf of her clients.

As a business vendor partner, I developed a sense of respect and admiration for Reneé. Even in the early days and knowing she was new to her organization and position, it was evident to me that she was incredibly talented, bright and a tremendous asset to her organization and our mutual client. Reneé is extremely organized and diligent about everything she does.

Reneé is a unique individual and would be an asset to your organization. She has my highest recommendation, and I am happy to furnish more details if you would like additional information.

Sincerely,

Bill Bixler

Sales Director, Berkshire Hathaway Specialty Insurance
215-527-4567

To Whom It May Concern:

It's my pleasure to provide a letter of recommendation for my previous Manager and now dear personal friend, Reneé Barley. I've been fortunate enough to have known Reneé for over twelve years and can personally attest to her incredible passion and strength of character. Reneé is an amazing daughter, sister, wife and mother to two amazing children. She actively involved and gives a tremendous amount of time to charitable organizations and the school in her community.

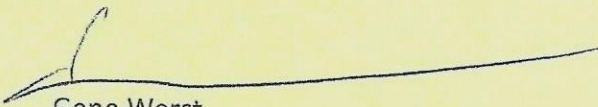
She dedicates a tremendous amount of time to Opportunity Village, Nevada's largest and best nonprofit charity for individuals with Intellectual disabilities. She always makes time to be involved in school activities and other initiatives.

I first met Reneé when she was my boss at Concordia Homes of Nevada and then a second time at Catalyst Health Solutions. Through the years of working together, we became personal friends. Reneé has always amazed me with her passion, energy and commitment to succeed. She would make an outstanding addition to any organization.

On a more personal level, Reneé is a loyal and most cherished friend. She's thoughtful, reliable, and embodies a wonderful personality. Reneé has worked hard to get where she is today, and she truly deserves all the success that has come her way both personally and professionally.

I look forward to continuing my friendship with Reneé and seeing all the success she will accomplish and the good will and spirit that she will spread. Please feel free to contact me for any further information. Thank you for your consideration.

Sincerely,



Gene Werst
carnut007@cox.net

702-496-5870



To Whom It May Concern:

I am aware that in these challenging times, you read many letters of reference. After all, there many people looking for employment and all have a friend or a previous boss writing a great letter, full of high praise.

This one will be a bit different...

I am the CEO of Eliant, Inc. a firm which asks customers (i.e. recent home buyers) to rate the service provided by their home builder. We evaluate over 300 home builders' service processes across the nation, and we rank these builders based on their customers' ratings. I am not related to Ms. Tanner, nor were we employed by the same firm. I have simply been an objective outside observer of the results of her performance on the job, and have nothing to gain from writing this letter.

The young lady you are considering, Renee Tanner, was employed by Concordia Homes, one of our clients, to manage their customer service department. Over a period a several years, I had the pleasure of watching Ms. Tanner take hold of her firm's customer satisfaction initiative as if it were the only thing that mattered. She showed us what true 'customer passion' was all about and directed this relatively small builder to the top of our list of nationally acclaimed builders. And, month after month, she proved that this was not a flash in the pan...Concordia Homes was a constant resident in the Top Ten of our highest rated service firms.

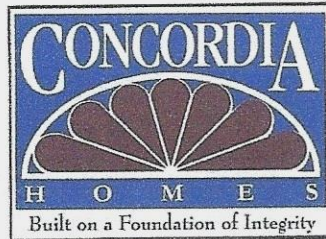
Ms. Tanner is driven to succeed. My staff was continually impressed with the ways she found to deliver extraordinary experiences to her home buyer customers. Time and time again, she proved that the size of the company mattered less than the size of her personal commitment.

I am certain that Ms. Tanner will offer your firm that same commitment.

Very sincerely,

A handwritten signature in blue ink that reads "Robert Mirman". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Robert Mirman
CEO, Eliant, Inc.
(949) 753-1077 x12



To Whom It May Concern:

I write this letter of recommendation for Renee Tanner as a privilege to have worked with her for over six years as our Customer Service Manager. Renee was one of our company's greatest assets. Not only is she one of the top talents in the customer service industry, she is an individual with the highest level of integrity and trust. It is with great regret that due to the recent declines in the real estate market that we have had to eliminate Renee's position. I highly recommend Renee to any organization that is looking to bring the customer service department to the exceptional level.

Renee has been the key component of our company's success in raising our scores in 2 years by 15%, being ranked #1 in Nevada for three consecutive years and in the top 3 nation wide. When placed with the challenge of how our company was going to take our level of customer service from good to exceptional, Renee stepped up to the plate. She was instrumental in bringing the Ritz Carlton training and culture to our company. Not limited to the customer service department, she trained the staff and developed the company culture.

Renee runs a tight ship within her department. She insures all individuals on her team are on task to hit their goals and objectives each month. She developed her staff consistently through Individual Development Plans. As a manager she pushed her team to grow and reach higher objectives and she gives them all the glory. Renee is deeply respected by her associates.

As a department manager Renee was required to monitor and report monthly department statistics in relationship to the company's business plans and budgets. She was consistently one of the highest performing managers each month. Renee was consistently sought out by other managers for advice and training.

On personal note Renee has the highest level of integrity and work ethic. I personally recommend Renee Tanner as an asset to any company and as a manager, one of the best I have had the privilege to work with. If you would like further information, please feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Gidget Graham", written over a white background.

Gidget Graham
President



NHQ Certified Builder

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