



To Whom It May Concern:

I am pleased to highly recommend Kevin Sheridan as a conference and webcast speaker. As manager of the Society for Human Resource Management's webcast program, I have had the pleasure of working with Mr. Sheridan on several webcasts, dating back to 2009 and as recently as July 26, 2018.

I'm hopeful we will be able to host many more of his programs in the future.

Mr. Sheridan's presentations have been uniformly excellent. He combines a flair for speaking with tremendous insight into his areas of expertise, which include employee surveys, employee engagement and team building.

He has an awesome and engaging presentation style, even when handling somewhat complex topics. He stays focused on the topic at hand, yet never sounds scripted. His presentation slides are engaging and do a good job highlighting the information he is presenting.

Our webcasts include a live Question & Answer session.

Many of our speakers struggle with this format, Kevin handles this portion of the program with aplomb. I've yet to hear him stumped by an audience question, and his responses are both insightful and practical.

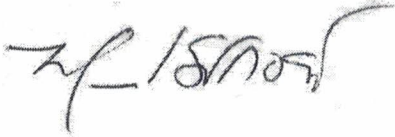
I'm confident that our audience of HR professionals agrees with my high opinion of Mr. Sheridan as a webcast speaker. After each program, we invite the audience to fill out evaluations forms. We ask the viewers to rate the presenter, the information provided during the program, and the overall usefulness of the program. Mr. Sheridan routinely scores extremely high marks. He ranks in the top alltime webcast presenters. In one program, more than 94 percent of the audience rated him as either "excellent" or "very good," and more than 97 percent of the audience indicated that they would recommend Mr. Sheridan's program to a colleague.

You will not be disappointed if you have Mr. Sheridan speak to your group.

I just hope you don't try to schedule him for the same time I want him to speak for SHRM!

Please contact me if you have further questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike Frost". The signature is stylized and written in a cursive-like font.

Mike Frost Webcast Program Manager

Society for Human Resource Management
703/535-6362 || mike.frost@shrm.org