



October 26, 2017

To Whom It May Concern,

It is my pleasure to recommend Matthew Held for the Herb Kohl scholarship. I met Matt earlier this year while my company was exhibiting at a job fair for students at Waukesha South High School. Our growing company was there to recruit interns to execute on several business growth initiatives over the course of the summer. Matt was introduced as a potential candidate and we connected immediately. He demonstrated a genuine interest in business and entrepreneurship in the technology sector and was very eager to learn as much as he could in a brief time. We made him an offer right away and were glad he accepted.

Matt started his internship a week later than others because he was on an educational immersion trip abroad, which we certainly encouraged. Upon starting with us, he not only caught up with the others, he excelled and quickly became our best performing candidate. Even when we challenged him with a project that required him to research unknown industries for specific business opportunities, he could grasp the concepts very easily and surprised us with the amount of relevant information he was able to produce.

As an example, we launched an initiative to help community banking organizations like credit unions modernize the way they interact with their customers, in hopes of making them more competitive against large banks that have significant technology resources but lack a connection to the communities they serve. Matt identified several methods to help these organizations using the technology products we offer. His research led to us building a differentiated solution and directly won new business for us in this sector.

Matt has a bright future in whatever path he chooses. He is dedicated, accountable, and a self-starter. I believe he would be a perfect recipient of the Herb Kohl scholarship and I recommend his application deserves your consideration.

Regards,

A handwritten signature in black ink, appearing to read "Chris Foreman".

Chris Foreman  
CEO  
GlassWater Technology Company