



Mike Serpico
Serpico Talent Solutions

Dear Mike,

I am writing to thank you and compliment you on a fantastic job of finding two exceptional candidates for Osage Food Products.

As you know being in a small town just far enough from St. Louis to where the commute becomes an issue we were struggling to find highly qualified and motivated sales people. We have limited employee resources in a town our size and it is extremely difficult to pull people from the metro area that are willing to commute. Also while the opportunity for remote salespeople exists in our organization we do not have the resources to search out talent nationwide and properly vet them.

Another obstacle for Osage has been our sales model and unique compensation package which has historically made working with recruiters difficult. I've also found that in many cases recruiters simply push a product and collect their fee. The fact that you took a day to come to our offices, sit with each of my employees and ask them questions to learn our business speaks volumes as to who you are the service you provide. Not only did you take time to learn our business but more importantly you paid attention to our culture to understand our work ethic, personalities and the type of fun loving and energetic atmosphere that is so important to our success.

The fact that you were able to find a "local" sales person for our Washington office as well as a remote sales person with international experience, all within the last 6 months, is incredible and while we certainly interviewed several that did not work out you greatly simplified the process for me and saved me a lot of time. I now have two new employees who are smart, driven, success and goal oriented and just the right people for our business our culture.

You are now my go to moving forward for any new employees!

Thanks again

A handwritten signature in black ink that appears to read 'Bill'.

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