

6/1/16

To: Prospective Employer

I highly recommend Spencer Peavey for any and all people-centric roles within your organization. I consider myself unbelievably fortunate to call Spencer both a business partner and close friend over the last 6 years.

Few people in my experience match his spirit of generosity and ability to innately understand the human emotion. The stewardship he displays between customer and product is enthusiastic and heartfelt, a combination that can turn a typically laborious relationship into a true partnership. Spencer serviced our account with the utmost attention to detail, identifying and recommending value added services and introducing other strategic partner businesses when applicable. His "client-first" mindset developed a sort of network of networks effect. He kept us plugged in to new opportunities and we in turn provided new prospects as they crossed our path in everyday business dealings.

Spencer's innately strategic view of the world allows him to articulate big picture ideas while seamlessly identifying and communicating tangible action items to ensure forward progress. He has a tremendous amount of initiative with an infectious charisma that compels those around him to rise to the occasion. This unique combination of skills lends itself well to project oversight and management activities.

Spencer would be a tremendous asset to your organization and I recommend him to you without reservation. If you have any further questions with regard to his background or qualifications, please do not hesitate to contact me.

Sincerely,

Mike Noshay

Chief Business Development and Innovation Officer

Verinovum LLC

(262)352-9644