March 10, 2015

To Whom It May Concern,

Please accept this letter as my personal recommendation for Chris Casalena. Chris was hired as a CFO 'Plus' in March of 2011 and was referred to me by a long-time advisor to Legends. Chris' broad business experiences and core competencies acquired as a consultant in his prior career were appealing at hire, and ultimately success factors in his work at Legends.

Chris had many significant accomplishments during his four year tenure. Some of these include the substantial improvements to Legends' accounting system and reporting, oversight of increases in Legends' profitability every year of his four years, coaching employees to increase their productivity and efficiencies, and negotiating a new credit insurance relationship which lead to decreased transactional costs and increased order efficiencies.

Chris' leadership and management style is impressive. He empowers others and utilizes a participatory style which pulls people together across departments with an engaging team approach. Some of Chris' personal characteristics include being a great communicator, optimistic, highly dedicated to his work, very professional and tactful. Additionally, he is a well-balanced individual possessing strong personal values of honesty and integrity, has a stable family life and regularly volunteers in the community.

At this time Legends is changing course for its pursuit to the next level and for succession planning. The company is in need of industry specific requirements and experience for the position of CFO, and unfortunately there is not a lateral move available for Chris at this time. It is my sincere hope that you will give Chris hearty consideration for any position you may have; he will be a great addition to any management team.

Feel free to contact me at (623) 931-6500 for further information on Chris and his executive talents.

Regards,

Rick Schmidgall
Owner and President