

MARKLEY

February 16, 2024

To Whom It May Concern

Robert Sala Rokach has been an employee of the Markley Group for approximately 3 years. He came to us at a time when the company needed significant help in improving its technology, policies, and procedures in HR. As the result of his efforts the company upgraded its HR department to a whole new level. These upgrades were critical not only for the company's operations, but also for its professional certifications needed to do business with the company's major customers and business contacts.

Mr. Rokach has my highest recommendation for any major position in HR.

Sincerely,

A handwritten signature in black ink, appearing to read "Marlon K Pearson", with a long horizontal flourish extending to the right.

Marlon K Pearson, CFO
Markley Group