

To: SKAL USA Board

From: Don Hartley, President, SKAL Nashville, Tennessee

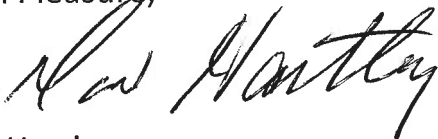
Subject: Letter of recommendation for Internal Auditor

Date: October 4, 2017

Recommendation of JoAnne Ford

It is my personal pleasure to pass on mine and our local boards highest recommendation for JoAnne Ford to become our Internal Auditor for SKAL USA. JoAnne is an accomplished hospitality executive with a tremendous amount of experience as a entrepreneur, leader and SKAL member. Because of JoAnne's organizational skills and her pleasant influential skills we as a club are stronger because of her. Personally, it has been a true pleasure perusing our journey as a club to success along side of JoAnne. It is rare and special to know someone whose principles, dedication, trust and unwavering dedication to what is right guides them like a beacon. Her ability to organize, inspire and understand the big picture are but a few of her great skills. Often the best people are the ones that receive the least recognition because the job they do is so seamless. That describes JoAnne. No one ever saw the seams, but we certainly enjoyed the results and the privilege of working with her.

With Pleasure,

A handwritten signature in black ink, appearing to read "Don Hartley". The signature is written in a cursive, flowing style with some loops and flourishes.

Don Hartley

President, Nashville SKAL