



PERSONAL

January 8, 2018

RE: Forty Under Forty

Dear Selection Committee:

Please consider Ray O'Donnell for the Forty Under Forty Class of 2018.

Ray has worked for my company, Businessolver, for almost 5 years. In those 5 years, he has worn many hats. One of his many accomplishments was to start Businessolver's LAUNCH program, an award winning training program, as recognized by HR.com.

Every year, Businessolver's employees recognize their peers who embody our values of:

- Trust through transparency
- Assume positive intent
- Be real
- Live a growth attitude
- Embrace the golden rule

Not only was Ray recognized by his peers for his outstanding leadership, he was also selected for the APEX Employee of the Year in 2016 by the Businessolver executive team. The APEX winner is the employee who is the highest performer of the year and Ray was certainly deserving of this distinction.

With this in mind, I highly recommend Ray for the Forty Under Forty Class of 2018. Thank you for your consideration. If you would like to discuss Ray in more detail, please don't hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Jon Shanahan", written over a horizontal line.

Mr. Jon Shanahan
CEO
Businessolver, Inc.



PERSONAL
January 9, 2018

RE: Forty Under Forty

Dear Selection Committee:

Please consider Ray O'Donnell for the Forty Under Forty Class of 2018.

When I joined Businessolver as the head of human resources in 2015, I knew I had a lot to tackle. The company is growing at 25+% per year in headcount and our clients demand expertise in a field that you won't find college degrees for – benefits. Enter Ray. He was already addressing this issue by executing his vision for LAUNCH, a gamified training and development program to grow knowledge of benefits and technology at Businessolver. LAUNCH incubates new hires for up to one year and only “releases” them to the business once they have demonstrated a command of our product, benefitsolver, a benefit administration tool.

In addition, Ray's passion for our employees and our industry, comes through loud and clear in his involvement with our sales process. Ray has been recognized for his role in securing new business by being a Solver Summit qualifier the past 2 years. This means he has helped sell over 35% new business year over year.

Ray was also selected for the APEX Employee of the Year in 2016 by the Businessolver executive team. The APEX winner is the employee who is the highest performer of the year.

On a personal note, Ray is one of my most trusted confidants. He has been asked personally by our CEO to take on different roles in the organization and had since moved out of my team. However, I continue to rely on him for his advice both professionally and personally. Ray is logical, thoughtful and passionate about both our business and our employees. He is, simply put, a wonderful person.

I highly recommend Ray for the Forty Under Forty Class of 2018. If you would like to discuss Ray in more detail, please don't hesitate to contact me.

Sincerely,

Marcy E. Klipfel
SVP, Employee Engagement
Businessolver, Inc.
mklipfel@businessolver.com

