Date: January 8, 2015

**Re: Recommendation for Zach Smith**

To Whom It May Concern:  
  
This letter is in regard to Zach Smith and my personal recommendation for his consideration for the 40 under 40 award. I have been working with Zach closely for over a year on several projects and various business ventures. Zach has been a key component in many relations established and has continued to maintain multiple relationships successfully throughout this time. I was initially impressed with Zach’s enthusiasm, communication skills and professional demeanor when I met him a couple years ago. While working together closely over the last year he has consistently demonstrated all of these qualities and more, and I heartily endorse him for any award that will acknowledge these characteristics.  
  
Zach is reliable, dedicated and eternally upbeat. His ability to calm angry or frustrated individuals is unparalleled. Furthermore, his knowledge and dedication regarding increasing his entrepreneurial skills within the business field and creating business ventures at an ongoing rate, is honorable and consistent. Zach multitasks effectively and is able to handle a high-volume workload and consistently demonstrates compassion and willingness to truly help steer individuals in a healthy direction.  
  
Of particular value to me is Zach’s team player mind-set, enthusiastic embrace of change, and ability to work with multiple people in various capacities. Organized and diligent, Zach quickly learned various business routes he desired to explore and has successfully done so in multiple ways.  
  
In closing, Zach is a hardworking, honest, and persistent individual who provides a level of integrity that frequently lacks in business relations today. He has my highest recommendation, and I am happy to furnish more details if you would like additional information.

Sincerely,

TaLana Holman, M.S., LMHC-T

Licensed Mental Health Counselor (Provisional)