



Michele Miller Settel  
Vice President, General Manager Workers' Compensation

1715 N. Westshore Blvd., Ste. 420  
Tampa, FL 33607

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April 13, 2015

Re: Hannah Howard

To Whom It May Concern:

I am very pleased to recommend Hannah Howard for employment at your company.

Hannah was recruited by Cordant to support the Workers' Compensation marketing initiatives for Cordant Health Solutions, a toxicology laboratory provider. While Hannah was initially not familiar with the Workers' Compensation market, she immersed herself in learning more through competitive analysis and trade show planning and support.

Hannah was instrumental in developing messaging to the Workers' Compensation market that helped further Cordant's entry into the workers' compensation market. With her extensive background in marketing, I believe Hannah's skills would be valuable to any market segment.

While Hannah's responsibilities were quite expansive, she proved so capable that we expanded her responsibilities to develop lead generation processes using the field sales team to leverage workers' compensation opportunities at the physician level.

Hannah is organized, efficient, and willing to do whatever is needed to complete a project. She was always able to ensure deadlines and project expectations were achieved and hold stakeholders accountable for their deliverables. Due to the nature of our services and client interactions, there were often last-minute deadlines. Hannah's driving spirit and methodology was an inspiration to all of us and motivated us to achieve our project objectives.

I would gladly hire Hannah again if I had an opportunity available for her skillsets. Hannah will be a great asset to any organization and I recommend her highly.

Sincerely,

A handwritten signature in black ink, appearing to read "Michele Miller Settel".

Michele Settel  
Vice President and General Manager, Workers' Compensation  
Cordant Health Solutions