



July 16, 2019

Re: Manheim Solutions

To Whom It May Concern:

The purpose of this letter is to share my recent excellent experience working with Chris Manheim of Manheim Solutions. Please note that this letter was not solicited by Chris, but was voluntarily provided to him based upon our high level of satisfaction and appreciation regarding his recent work with us.

The Holland Board of Public Works (HBPW) uses the ACT WorkKeys assessment system to assist with job applicant evaluation. Due to recent changes in WorkKeys assessments, the HBPW needed to update six job profiles. The HBPW also required an additional new profile.

Manheim Solutions responded quickly and professionally to the HBPW's Request for Proposal. Chris provided a competitive quote, and he successfully completed the required work on a very compressed and demanding timeline.

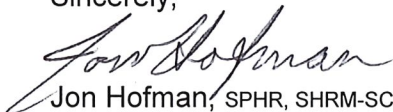
As the HBPW's in-house contact, I was particularly impressed with Chris's ability to build rapport with front-line supervisors and employees (subject matter experts), and with his ability to understand complex utility work processes and terminologies.

Chris also engaged a professional associate of his, Dianne Needles, to assure that the scope of work could be completed on schedule.

Please consider Manheim Solutions for any ACT WorkKeys consulting or workforce assessment projects that you may be undertaking.

Feel free to contact me directly if you have additional questions regarding our experience.

Sincerely,


Jon Hofman, SPHR, SHRM-SCP, CAPM
Human Resources Manager

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