



July 27, 2016

To whom it may concern:

I am writing this reference on behalf of Austin Klavsons in recognition of his exemplary work performance during his Barton Executive Search internship. Barton Executive Search is an executive search firm that works on behalf of consumer facing companies such as Welch's, Bridgestone, Warner Bros, Nintendo, Beam Suntory and Georgia Pacific to deliver in-demand senior sales, marketing, general management and C-level talent to their organizations.

Austin was a very important team member as a Research Analyst and was selective from a very competitive field of applicants. He was responsible for researching companies, used a breadth of web-based resources to identify targeted executive candidates, screened industry journals to identify market leading talent, worked on special projects and was responsible for maintaining database integrity.

He was an invaluable member of the BES team. He was passionate, a strong leader with his peers, highly collaborative and a very creative problem solver. He was also a great communicator and listener. Austin was a natural leader who took initiative and was not afraid to take on additional responsibilities and challenges.

Austin's core strengths and points of difference are him:

- high bias for action
- maturity
- intelligence
- problem solving skills
- collaborative work style
- passion and competitive spirit
- courage
- integrity

Austin is a very special individual who has a deep desire to learn new things and self-improvement. I am in the business of evaluating and placing talent into "C" level positions within Fortune 500, mid, small and emerging companies. He has the DNA of a great leader, the maturity, work ethic and engaging personality that can inspire others to follow him. I give Austin my highest possible recommendation! It would be my pleasure to personally speak to an interested party on Austin's behalf (770) 512-7315.

Regards,

Tim Barton
Managing Partner
Barton Executive Search, Inc.