



PERFORMANCE
BANKERS,
INC.

September 26th, 2018

To Whom It May Concern

Re: Karl Mecklenburg

On September 18, 2018 Karl spoke to the Executive management team of Performance Bankers, Inc. at our annual conference in Denver, Colorado.

Our employees thoroughly enjoyed Karl's practical and engaging presentation on leadership, team building, hard work and the importance of having a strong team approach in any organization. Using a variety of personal stories and anecdotes, Karl energized our entire group. His professionalism was second to none and his delivery was very personable.

Karl's stories, interesting experiences and lessons from his football background held everyone's attention. From his time at Division II Augustana College to his Pro Bowl career with the Denver Broncos, Karl spoke on his never give up attitude and how hard work really does pay off.

With great pleasure I highly recommend and encourage you to have Karl Mecklenburg speak to your group to both educate and inspire them.

Please don't hesitate to contact me if I can be of additional assistance.

Sincerely,

A handwritten signature in blue ink that reads "Marcia Barnes". The signature is fluid and cursive, written in a professional style.

Marcia Barnes