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**Reference: Colorado Managers Meeting 2022 (Guest Speaker – Mike Hourigan)**

Dear Mike,

I want to thank you for attending the Martin Bencher Group Annual International Managers Meeting in Tabernash, Colorado @ the Devils Thumb Ranch. I could not be happier as to how everything turned out from the venue to the teambuilding, to the weather, and of course to your engagement with our group from start to finish of the 3 days. I really appreciate you contacting some of our folks ahead of time to get a sense of our business in preparation to speak to our entire team. Speaking to 40 individuals from 35 different countries and having everyone engaged is no easy task. The reviews from everyone afterwards were that Mike was on his game and really touched on so much of what we do in our role as managers. Some other comments were he was so funny, down to earth, and he made it easy to stay focused on the topic being discussed. I even noticed the next day after you already had left the ranch, some presenters from our company, while speaking to our group, were still mentioning your name, stating that "as Mike said yesterday" several times.

Again, we appreciate everything and will certainly stay in touch and look forward to working with you again at any of future events.

Best Regards,

Rodger Evans  
General Manager  
Martin Bencher, USA LLC