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Russell Schutt

Principal

Progressive Executive, Inc.

8270 Ashford St.

Concord, OH 44077

Dear Russell,

The following information is my recollection of our working relationship during part of my career at SunSource. My role at SunSource was running the Industrial business group and the other two primary groups were Mobile and Service & Repair. I had full P&L and Operational responsibility, was a Partner, and Officer of the company.

A key SunSource strategy that began in the 2009 calendar year was to hire a great number of qualified Account Managers (Outside Sales persons). The usual process was for a District Manager or Region Manager to find the candidates, interview them, and hire as they processed through and up the channels of the company. I discovered that we were too slow and cumbersome in our approach and that, in fact, we were losing good prospects as they became frustrated with the drawn out process. The business objectives were important and so, I decided to change the process for my business and that meant that I would take the lead in locating and interviewing the candidates. We did have an internal recruiting team that I used but, found that only using them was too slow as they were recruiting for our other business units, as well. I needed my own recruiter and this is where you entered into the picture and our venture began.

Russell and I began talking with each other on phone calls and he had successfully recruited for my business for at least a year before the two of us actually met each other. Over the course of the next 6 or 7 years Russell placed 27 new associates in my business and across the United States, of which 24

were new Account Managers and 3 Field Technical Engineers (in support of the Account Managers). I believe that a few key elements worked well for both Russell and myself and those being Russell knew our interview process would be fast with my taking the lead role and he would be clear on what the expectations were for each role (not a generic corporate profile) as it came directly from me. My business did hire other positions through our internal recruiting team and the other business units also used other sources. Personally and professionally I liked the way in which we interacted and believe that our one:one process was much faster and more efficient than what had been the typical interviewing process through our rank and file.

You should pass this letter along to your potential new customers that may have an interest in using you as a recruiter for their company. I hope that the companies you deal with will offer a one:one involvement with the person in that company that has the final say. I am convinced that we accelerated the hiring process and you were incentivized to work just as fast and hard as I was in achieving our objectives. Your potential clients are welcome to contact me with any questions.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Barry Pullin', written in a cursive style.

Barry Pullin