



REFERENCE SERVICES, INC.

September 28, 2017

To Whom It May Concern:

As a Nationally Accredited background screening firm, RSI has had the honor of serving many wonderful organizations, including Ingram Barge, where we worked directly with Vicki Morgan and Tom Montgomery. In my experience serving clients in Human Resources, it's not common to meet professionals like Vicki and Tom who are both HR experts *and* experts and leaders in their industry.

During our years of working with Vicki and Tom directly, we saw them accomplish many great things, including personally taking their organization from one that experienced extremely high turnover to one that not only conquered the turnover issue but also created industry leading benchmarks for recruiting, onboarding, safety practices and culture.

Their outstanding leadership strengths, human resources, recruiting, training, safety and compliance expertise, combined with a sincere passion for those that they serve, make them the right partner for organizations of all sizes in the Marine industry.

It's with great pleasure and steadfast confidence that I recommend Inland Rivers HR for any and all HR needs.

Sincerely,

Dave Stinnett
CEO/Principal
Reference Services, Inc.

