



To Whom It May Concern:

I am the owner of Inland Marine. We are turnkey crewing company for the marine industry. We have been in business for a little over 30 years and currently service several towing and cruise lines by providing crews for their operations.

I have known of Tom Montgomery throughout his career in marine industry. As the HR Director for Ingram Barge, he established a solid reputation within the marine community. During his employment Ingram grew from the number four inland operator to the leader in the industry. In my opinion, this could not have happened without a significant change in the industry's view of human resources, which Tom was a significant contributor.

Coming from outside the industry he brought a novel approach to recruiting and Human Resources that were both innovative and practical. My colleagues at Ingram speak very highly of him and his accomplishments.

I am confident, any company who utilizes Inland Rivers HR for their preferred Human Resources function will be extremely satisfied will the quality and level of service.

Sincerely,

Dave Hammond

