

September 8, 2017

RE: Recommendation for Inland Rivers HR

To Whom It May Concern:

I was the Occupational Health Coordinator at Western Baptist Hospital (now Baptist Health Medical Group) from 2005 to 2014 and the Director of Operations for said hospital from 2014 to 2016. I am now a Private Banking Relationship Manager at Paducah Bank and Trust Company, one of the most successful community banks in the state of Kentucky. In my current role, I provide concierge banking services to affluent clients and their families.

During my time at Western Baptist Hospital I had the opportunity to work with Thomas Montgomery and Vicki Morgan on various projects and initiatives while they were working at Ingram Barge Company, where Tom was Human Resources Director and Vicki was Human Resources Manager. We coordinated on the creation and implementation of an online medical questionnaire for prescreening of candidates, as well as the development and implementation of job skills testing for deck crew, laborers, and welders. I believe Tom and Vicki were extremely valuable assets to Ingram Barge and their efforts were integral to its success.

Tom and Vicki are not only experts in their field, but are the type of professionals that I try to partner with. They are hard-working, creative, knowledgeable and easy to work with. While I haven't had the opportunity to collaborate directly with Inland Rivers HR, I can easily recommend a company that is led by these two individuals. Tom and Vicki work very well as a team and between the two of them provide a wealth of knowledge regarding human resources and the river industry.

Tom and Vicki have my highest recommendation and I am excited to see the continued success and growth of Inland Rivers HR under their leadership. If you have any questions, please do not hesitate to contact me.

Sincerely,



Marra McMillan
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