

November 2023

To Whom It May Concern

**RE: Clay Moser**

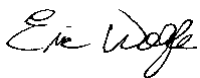
We hired Clay to speak at our Annual Branch Manager's Meetings at our Headquarters in Lowell, AR. Clay's speaking style engages and connects with his audience from the CEO to the warehouse worker.

Clay's message to our group was about turning adversity into an advantage by referencing his personal experiences to illustrate the concept's power, necessity, and possibility. He also covered implementing desired workplace cultures through the process of team building with a particular focus on avoiding pitfalls and attracting, developing, and retaining the highest performers and team members in the industry. His poignant views were formed on an "up close and personal, real life basis" relative to his storied career as a basketball coach at the highest levels in his field. His self-deprecating manner is disarming and creates a bond between the presenter and the audience. He understands and illustrates the parallels between sports and the business world.

As our keynote, Clay thrilled our team and set the stage for an upbeat, energetic two days of meetings.

We look forward to bringing Clay back in the future. He was worth every penny.

Sincerely,

A handwritten signature in black ink that reads "Eric Wolfe".

Eric Wolfe  
President, Watco Logistics