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To: Whom it may concern

Re: Joshua Paul Scallan

It is my pleasure to recommend Josh Scallan for employment with your company. Josh came to work for me at The Country Club of Louisiana several years ago. He started out working in the golf cart, driving area, club storage areas. After 3 years, he was promoted to work in the Men's Grill.

I have watched Josh interact with the membership, and he is well thought of and respected by our members. He is very dedicated and responsible, and I highly recommend Josh for any position that you might have in your company. Josh will always have a position at The Country Club of Louisiana.

Sincerely, 

**Frank L. Gumpert III
Director of Golf
The Country Club of Louisiana**