

# JOHN HOWARD: PRESIDENT OF THE MEMORIAL MAN LLC.

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To Whom it May Concern,

I am honored to provide a strong recommendation for Marie Stravlo, the Owner/CEO of Association Development Services, LLC and Governance Gal.

As the Owner/CEO of The Memorial Man LLC, we recently transitioned from a Single Member LLC to a Multi-Member Stock Corporation. Given my lack of experience with forming and growing a Board of Directors, I relied heavily on Marie's expertise. Her vast knowledge and experience in the formation and operation of professional Boards of Directors were invaluable to us. Marie effectively communicated to our Board what was expected of us both individually and collectively, and we are all grateful for her guidance.

I have had the privilege of getting to know Marie for the past few years. Our paths first crossed during a Peer Advisory Board meeting. Since then, she has been an incredible resource and source of support for both me and my company. Marie brings passion and dedication to everything she does, and it is evident in the results she produces for her clients.

In conclusion, I highly recommend Marie Stravlo without hesitation. Her knowledge, expertise, and commitment to her clients are second to none, and she would be an asset to any organization.

Sincerely,

John Howard Owner/CEO, The Memorial Man LLC