



May 24, 2019

Re: Recommendation for Behnam Bakhshandeh

I am pleased to provide a reference and recommendation for Mr. Behnam Bakhshandeh. As the president of Navazon, Inc., I've had the pleasure of working with Behnam over the past year as our lead organization development consultant.

Navazon helps businesses increase profits through data-driven marketing that expands opportunities and reduces risk. We find organization development and professional trainings very relevant and essential to our own growth and professionalism.

During his involvement, Behnam has proven to be an invaluable resource and an excellent trainer and consultant. He successfully worked with our executive team, management team and our workforce to increase productivity, team cohesiveness, and helped us build an effective and strong organization structure. He worked with our team to be more sensitive to our clients' needs and listen from the point of view of partnership, versus sales numbers.

Navazon works with companies of all sizes, from start-ups and medium-sized businesses to large firms with an international presence. We are content creators who listen to our clients so that we can formulate ideas and strategies based on your unique goals and philosophies. These principles made Behnam's training and development sessions in needs-assessment, communication effectiveness, customer retention, and disciplines of success valuable to our organization's growth and team development.

Working with Behnam, I found him to be positive, approachable, energetic, efficient and effective. I would absolutely recommend Behnam for any organization development programs. I have been consistently impressed by both his personal attitude and his commitment to delivering results. If you would like to discuss his attributes in more detail, please do not hesitate to contact me directly.

Sincerely,

A handwritten signature in black ink that reads "Sasson Saroei". The signature is written in a cursive style with a grey rectangular background behind it.

Sasson Saroei

President

Navazon, Inc.

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