



Dec. 8, 2014

To whom it may concern,

Sales Talent Agency was recommended by a mutual contact to VIVO Team Development to find and recruit our initial key strategic sales person to help grow revenue, increase market-share and be a subject matter expert on the sales function. This key hire was focused on BC and the Pacific North West to build upon our already strong client base and free up the leadership of VIVO Team for more strategic growth initiatives, necessary for a rapidly expanding SaaS / start-up company.

From initial contact, Sales Talent Agency and in particular Dean Mitchell, were very consultative, open, honest and collaborative – all traits that we at VIVO Team value.

Sales Talent Agency:

- refined the required candidate profile,
- advised on best-practice hiring process,
- provided a well defined short-list in a timely manner,
- provided valuable advice on the commission plan and effective offer negotiation to close the candidate,
- communicated regularly to maintain a steady pace for hiring,
- worked flexibly with VIVO as we requested the standard approach be altered to match our brand promise and integrity to the top candidate.

VIVO Team can now truly reach its full potential and we will be looking to make additional hires in the future with Sales Talent Agency as a valued recruitment partner.

Dean, thank you for you consistent communication, your leadership and the wisdom you have offered to our first-time recruiting process! You were a joy from start to finish! Now let's go make some sales!

A handwritten signature in dark ink, appearing to read "Dean Mitchell".

 | Founder, Owner, CIC
VIVO Team Development