

Pelland Advertising

December 10, 2020

To Whom It May Concern:

I am writing in recommendation of Charles Davis, who I have known for a period of over 10 years. Charlie was a full-time employee of Pelland Advertising beginning in February of 2010, for a period of approximately 4½ years. Since that time, he has continued to provide services to my company on a part-time basis as an independent contractor. Charlie has consistently proven himself to be dependable, trustworthy, and highly personable. He has acquired a broad range of graphic design skills over the years, has shown a willingness to adapt and learn new skills, and could always be expected to go the extra mile to complete any task. Thanks to a pleasant, good-natured and outgoing personality, as well as a consistent sense of humor, our clients consistently loved working with Charlie.

Over this period of time, I have also gotten to know Charlie on a personal level, including the many times when he accompanied me for business travel to conferences and trade shows. Understanding the multi-tasking requirements of a small business, he was always willing to take on tasks that went beyond his basic job description. When doing so, he always represented the company in a highly positive manner.

I would summarize my opinion of Charlie as an all-around decent human being. At a time when so many people are obsessed with what they can get out of life, Charlie has consistently demonstrated that he cares for others. He was raised with strong family values, and he carries those forward in his day-to-day living and his work ethic. He is a genuine example of the type of person that the world could use more of these days.

I recommend Charlie as a fine example of an employee who would be an asset to any company, large or small.

Sincerely,



Peter Pelland
CEO & Founder
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