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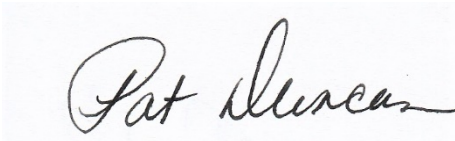
To Whom it May Concern,

Diane Allen presented as a keynote speaker and in one of our breakout sessions at our 2023 Idaho State Council of SHRM employment law conference in September, 2023.

Her approach and subject matter on flow were a refreshing change from the legal topics presented during our conference. The majority of the reviews loved her session and appreciated her playing the violin as she was making points.

I would recommend Diane to anyone looking for a speaker.

Sincerely,

A handwritten signature in black ink that reads "Pat Duncan". The signature is written in a cursive, flowing style. The "P" is large and loops around the "a". The "D" is also large and loops around the "u". The "n" and "c" are connected, and the "a" at the end is a simple, rounded stroke.

Pat Duncan, SHRM-SCP