

January 18, 2019

EventMobi  
207 Queens Quay West  
Suite 400  
Toronto, Ontario  
M5J 1A7

Re: Reference Letter [Paul Henman]

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To Whom It May Concern:

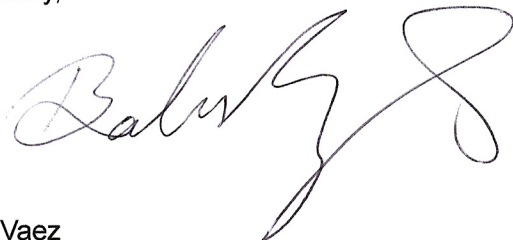
It is my pleasure to recommend Paul Henman. I have known him for over 1.5 years in my capacity as the CEO of EventMobi. Paul joined EventMobi in *June 2017* as an Agile Coach in the Engineering Department.

In his capacity as Agile Coach, Paul performed exceptionally well. He was key to a holistic improvement in how we delivered software at EventMobi, implementing lightweight and disciplined Agile and Lean processes that increased our productivity and delivered better products to our customers.

He has a great coaching style that was very effective in continuously improving how we work, supporting and guiding our teams to take ownership and responsibility for how they work. He was a great fit into our Engineering department and was a positive influence on our culture in all aspects. I have no doubt he will be a valuable asset on any team that is lucky to have the opportunity to work with him.

If I can be of any further assistance, or provide you with additional information, please do not hesitate to contact me at [bob@eventmobi.com](mailto:bob@eventmobi.com).

Sincerely,



Bob Vaez

CEO