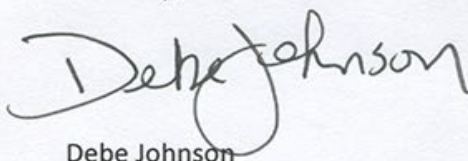


To Whom It May Concern,

I am submitting this letter of recommendation on behalf of Stephen Holden. He worked for *The Sentinel-Record* newspaper from July 2014 until January 2016. As his supervisor, I observed a talented and subordinate employee. His work ethic is excellent.

If I can be of further assistance in your selection process, please call me at 501-623-7711 or email me at debej@hotsr.com. I believe Stephen should be given serious consideration.

Sincerely,



Debe Johnson

Advertising Director

The Sentinel-Record