



October 8, 2015

To Whom It May Concern:

Charlton Trezevant performed an internship at CoAdvantage from July 24-August 24 of 2015. Based in Tampa, Florida, CoAdvantage is a \$65M portfolio company of Morgan Stanley Global Private Equity. As a Professional Employer Organization, we provide payroll, benefits, risk management and related human resource solutions to over 3,000 small to mid-sized businesses nationwide. We are the employer of record for our customers, serving more than 50,000 employees in a variety of industries in all 50 states.

During his time here, I placed Charlton with the Application Development team. This team is comprised of 22 people who handle systems and application development for our client portal, reporting, data warehouse, and real-time analytics. After assessing Charlton's skills, which included knowledge of Linux, we assigned him to help re-write an application that monitors live payroll batch processing (Batch Processor). The Batch Processor is an application that monitors the status of client related payroll submissions and their various processing stages in real time. The application monitors all client payrolls running from two separate payroll processing applications and databases, and then aggregates the data into a view within a single web page. The application is used by all payroll processors and managers to determine productivity levels and possible issues with client payroll delivery. At peak, the system monitors up to 300-500 payroll batches per day, which represents approximately 3,000-7,000 employee payroll checks that need to be sent out for delivery. We had been experiencing problems with the Batch Processor for about a year, where we were not pulling in data from the second payroll system. We were considering hiring a Linux consultant to assist with the project prior to Charlton's arrival.

After being assigned to the project, Charlton quickly jumped in and began learning about the current application architecture and underlying infrastructure. My development team and I found him to be professional, knowledgeable, and reliable. He was able to work with minimal guidance under the Sr. Director of Application Development, but was astute enough to reach out for assistance when needed. He quickly adhered to our application development processes without issue, and was able to successfully complete the project within his internship time frame. Charlton's work met the requirements of the business, allowing both our Denver and New Jersey locations to now view the status of their payrolls that are in process. Charlton also greatly improved the application's security, implementing SSL on both the front and back end, as well as revising the application's authentication system. He completed 144 service hours during his unpaid internship.

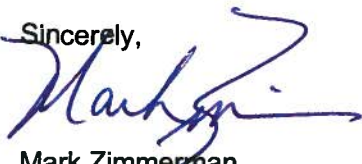
I found Charlton to be engaging and I was impressed by his knowledge, ability, and self-awareness. I loved how he worked with the team as though he was a tenured member. In fact,

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my development team mentioned on several occasions that they would have liked to have hired Charlton full-time.

I believe the experience was mutually beneficial to both Charlton and CoAdvantage. Charlton's level of professionalism and knowledge extend well beyond his years. I would be happy to have him return at any time.

Sincerely,



Mark Zimmerman
Chief Information Officer
CoAdvantage, Inc.