



CREATIVE PLAN DESIGNS, LTD.  
ACTUARIAL SERVICES • RETIREMENT & BENEFIT CONSULTING

November 2, 2018

To Whom it May Concern:

I highly recommend Kristina Mazzola as a candidate for employment. Kristina was employed by my firm as a blog writer from 2017 to 2018. She was responsible for learning and absorbing complex material about the retirement plan industry, and then writing a blog for us that communicated the information in a simple, understandable way.

Kristina has excellent communication skills and is effective with, and fluid in, a variety of media. In addition, she's extremely organized, reliable and social media savvy. I was most impressed by her ability to work independently and her ability to follow through on every task assigned to her. Kristina is flexible and proactive. She often volunteered to assist in other area of our marketing operations and was a welcome addition to the team.

Kristina would be a tremendous asset to your company, and she has my highest recommendation. If you have any further questions regarding her background or qualifications, please do not hesitate to call me.

Sincerely,

A handwritten signature in blue ink that reads "Ronald K. Stair". The signature is written in a cursive style and is positioned above the printed name and title.

Ronald K. Stair, PhD, AEP®, ERPA, EA  
President

