



**GREENHOUSE
MEGASTORE**

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GreenhouseMegastore.com

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To Whom it May Concern

Drew Landis worked at Greenhouse Megastore (GMS) for more than twenty years in a variety of positions all of which were integral to the growth and success of GMS. The last fourteen years of Drew's employment were primarily concerned with the marriage of technology and marketing at GMS and were directly responsible for GreenhouseMegastore.com becoming the industry leading website for horticultural supplies and equipment during that time. Drew's last two years of employment at GMS were as the Director of Marketing for the entire company where he stewarded us through an incredible sales spike and other challenges associated with the COVID pandemic.

I believe that one of Drew's greatest qualities is his willingness to serve in the role most necessary to ensure the success and growth of the company – even if it is an area where he has little experience. Drew is highly self-motivated - as evidenced by his initiative to learn both technology and marketing techniques to grow our company website while also ensuring that all of the various systems worked together in an efficient and productive manner. It is not hyperbole to say that our company would not have achieved the success we did without Drew's intelligence, solid work ethic, willingness to learn and his "can-do" attitude over the past 20 years.

As the company President, I also appreciated Drew's willingness to question why and how things were being done if his intuition told him something wasn't right. Drew is not afraid to speak up and question a given process or assumption; however, instead of only pointing out what may be wrong he advocates for alternate solutions that are well thought out. Although Drew can be passionate about his positions, he fully supports the company when a decision has been made, even if it is one he doesn't agree with.

Having known Drew for over 20 years I can say with confidence he will be successful and bring value to whatever endeavors he pursues. His experience and knowledge in marketing and technology are proven, but he will bring much more to the table than you expect. As such, regardless of his task I am confident he will help your organization thrive and be successful as he did for Greenhouse Megastore.

I am happy to confirm any further information regarding Drew if desired. My cell phone number is 217-299-3013.

Sincerely,



David L. George
President