

15407 McGinty Road West. Wayzata, MN 55391

February 7, 2023

International Coach Federation 2365 Harrodsburg Road, Suite A325 Lexington, KY 40504

Dear Sir or Madam:

The purpose of this letter is to provide a reference and verification of experience for Maxine Sanchrin at Cargill, Inc. As her current manager, I have observed the work she has done to coach and train employees both internally and externally across multiple departments.

Maxine has led various training and coaching programs for our team as well as for our customer, McDonald’s. Her leadership in these areas has brought about improvement in performance, knowledge, and engagement. While leading these initiatives, Maxine has logged over 100 coaching hours, in addition to training numerous individuals. Because employee records and development trainings are private, I am unable to disclose the individuals who have completed the coaching and training led by her.

The work that Maxine does in coaching and training is a vital role within our team. She has set the example for others on what needs to be done and how to go about it.

If you have further questions about this information, please contact me directly at 953-214-1226.

Sincerely,

Malcolm Montgomery Field Service Leader McDonald’s Business Unit