



Dear Mr./Mrs./Ms.

It's my absolute pleasure to recommend Nichole West for any duty within the regulated cannabis space.

Nichole and I, CMO of TRU Cannabis for 8 years, worked together for 3 years during the recreational launch and expansion of TRU locations.

I thoroughly enjoyed my time working with Nichole, and came to know her as a truly valuable asset to absolutely any team. She is honest, dependable and incredibly hard working. Beyond that, she is an impressive director who is always competent. Her knowledge of legal cannabis and expertise in management was a huge advantage to our entire organization. She put this skill set to work in order to allow for the rapid expansion model we employed.

Along with her undeniable talent, Nichole has always been an absolute joy to work with. She is a true team player, and always manages to foster positive discussions and bring the best out of other employees.

Without a doubt, I confidently recommend Nichole to be able to handle any situation this industry could throw at her. As a dedicated and knowledgeable manager and all-around great person, I know that she will be a beneficial asset to any organization.

Please feel free to contact me at Justin@myTRUcannabis.com should you like to discuss Nichole's qualifications and expertise further. I'd be happy to expand on my recommendation.

Best wishes,

Justin Staley
TRU Cannabis
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