

May 21, 2021

Adam Mirabella
Mirabella Leadership Advisors

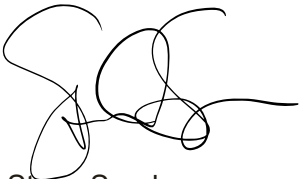
Adam,

I wanted to write you a note to thank you for your coaching services. It is genuinely surprising to realize the distance I've come as a leader in such a short time, and an outsized share of the credit is due to your skills and efforts. I am standing on a fundamentally different spot on the playing field now because you showed it to me.

The improvement in my performance has been noticed broadly within the company and in the time we've worked together, I've been repeatedly tapped to move into roles of greater responsibility. But by far the most important outcome, to me, is that my direct reports are very pleased with my leadership and consider me a great advocate for them. Many of the positive things that are called out by my peers are direct results of my meetings with you.

I hope to continue our association for a very long time.

Deepest thanks,



Steve Sparks
Engineering Manager
Big Nerd Ranch

