



Major Surplus and Survival, Inc.



Official Manufacturer of Voodoo Tactical Products™

To whom it may concern,

This letter is in reference to the character and capabilities on one, Fausto Mendoza.

Mr. Mendoza worked for Major Surplus and Survival, Inc. from September of 2010 to October of 2018. During his tenure, he was responsible for introducing technology and process to our small company that helped us to launch new brands, develop revenue streams, and increase profits. Fausto worked directly with executive management to grow the company from annual revenues of approximately \$7,000,000 to over three times that amount. We attribute much our tech infrastructure to his hard work and vision.

His position title was System Administrator however, because we are a company of 50 or so employees, Fausto balanced several important jobs that might otherwise be performed by several individuals in a larger company. Below is a list of the areas that were in his prevue;

- **System Administration**; Complete management of company systems, user authorizations, pass codes, domain management, efficiency and performance auditing, as well as interfacing with outside agencies for system maintenance and/or repairs.
- **Web Development**; Overseeing the development of web sites and web stores in our retail and wholesale divisions. He was responsible for back channel operation, user interface, and maintaining licensing on all sites. He worked directly with the CEO to implement changes and enhancements for our online marketplace.
- **Social Media**; Introducing new marketing avenues through social media platforms such as Instagram, Facebook, Twitter and others. Managing strategy and content to maximize return on investment.
- **Photography**; Assisting our creative department with lifestyle photography and imagery for marketing avenues such as catalog, on-line, and mass email campaigns.
- **Security**; Implementing security protocol and software for intercompany security against web-based intrusion. Educating employees regarding best practices for interactions on the web. Working with agencies, such as U.S. Secret Service, for investigative purposes when required.

While working at Major Surplus and Survival, Inc., Mr. Mendoza also owned and operated a private LLC geared toward Information Technology Consulting and Service. He would also contract as a photographer from time to time. He was able to balance these commitments while holding down a full-time position and remaining on-call for our company.

He has always been well received by his co-workers and still holds friendships with several of the employees here at Major Surplus. His patient demeanor and a clear style of communication allows him to work well with others. He is a loyal, honest, and diligent person as well as a dedicated family man. He holds himself to high standards.

Fausto notified me in early September of 2018 that he would be leaving our company to pursue other ventures. He offered a six week notice and remained available for cross training which allowed for a smooth transition. His respect for our company during this period showed a strong character

On behalf of our company, I wish Fausto great fortune and I believe he will be successful in any pursuit. I am available for additional information if needed. I can be reached for comment at the contacts below.

Sincerely,

Michael A. Izzo
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