

July 24, 2024

To Whom This May Concern:

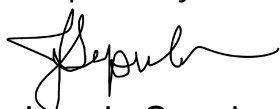
It is a pleasure to recommend Hadi Lalani for your Workday Benefits consulting and configuration needs. I had the opportunity and privilege of working with Hadi last year on a Workday Benefits and Open Enrollment project.

Hadi's demeanor is thoughtful, attentive, calm, and friendly, even under the most stressful circumstances and working with the most challenging people. He takes time to gather facts, ensuring all configurations and functional aspects of the project are captured. I had no concerns about his ability to interface with our internal benefits team and external vendors, as he shows the utmost professionalism in representing our company.

Throughout the project, Hadi demonstrated a proactive approach. He asked questions, advised on best practices, and uncovered potential gaps that could have otherwise derailed the project's completion on time. Hadi always completed his work very timely, if not ahead of schedule, and our team deemed him a source of knowledge and competency.

In conclusion, I highly recommend Hadi's talent and expertise as an individual and professional.

Respectfully,



Jazmin Sepulveda

Senior Manager, People Systems and Analytics

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