

May 10, 2016

To Whom It May Concern,

As a professional recommendation of her expertise and abilities, I am writing this letter on behalf of Lisa Perez a Human Resources Consultant with HBL Resources, Inc.

We first engaged Lisa's services in March 2015. She was recommended by several colleagues that were familiar with our high volume operations and the numerous associates, managers, and executive directors we employ to run our various business entities. Her engagement initially included a comprehensive Human Resources Audit. She then successfully transitioned to a broader engagement to ensure our legal and regulatory compliance, improved administrative efficiencies and tighten payroll/financial controls within the Human Resources function.

As a Chief Financial Officer and Chief Operating Officer, I am keenly focused on sustainable results, accountability, and efficient execution. Lisa delivered them all accordingly. She has a take-charge attitude and subtle-yet-confident approach that resulted in her being immediately embraced by our team here at all levels while delivering the expected results we had engaged her to accomplish, in addition to others that arose along the way.

Her human resources audit incorporated foundational, intermediary, and strategic HR goals. She implemented those process improvements, and efficiencies while effectively addressing our day-to-day needs. Finally, she had a great way of keeping me informed and abreast of critical matters while respecting my time and that of our other key executives.

If you are looking for a consultant to help you effect change that will have a positive impact on your company, HBL Resources can make a difference for your company. Feel free to contact me should you have questions.

Sincerely,



Tom Burchett
Chief Financial Officer & Chief Operating Officer
BRIO Investment Group
858-442-4759



Lisa Perez
HBL Resources Inc.
May 16, 2016
RE: Letter of Recommendation

To Whom It May Concern:

It is with great pleasure I recommend Lisa Perez and HBL Resources Inc. I was introduced to HBL Resources in September of 2015 when I needed assistance diagnosing the current state of my client's Human Resources Department. HBL was referred to me from one of my most trusted industry colleagues. After over eight (8) months of working with HBL, taking his advice proved to be the best decision for this area. HBL began by conducting a thorough audit of the Human Resources Department, focusing on the key indicators for success. With that blueprint, we were able to identify the top areas of need and path forward.

Given the current condition, we acknowledged expert guidance was needed to effectively and efficiently make the needed changes. With that, we began our second of three contract extensions for HBL. After reviewing the audit results, HBL was contracted to assist with compliance related topics. HBL demonstrated the highest level of professionalism, efficiency and thoroughness with each project. We were so pleased with the results, we decided to contract HBL for the full season of business.

During that time, we created a full onboarding process, employee recognition program, updated policies and procedures, benefit enhancements and roll-out and consistency within the team. HBL comes equipped with a tool kit and selects the most appropriate items for each business.

Given my experience with HBL, I will think of no other company now when I recommend Human Resources services to any of my clients. As owner of my own consulting business, my reputation is impacted by my suggestions. I feel completely confident in my referrals to HBL, knowing the operation will only be positively impacted by its services.

Should there be further questions on HBL's capability, please feel comfortable reaching out to me at mdahospitality@gmail.com.

Warmest regards,

A handwritten signature in black ink that reads "Mary A. D'Argenis". The signature is written in a cursive style.

Mary A. D'Argenis
Managing Director
MDA Hospitality Solutions, LLC



June 2015

David S. Lopez, General Manager
The Bernic Hotel
145 E 47th Street
NYC 10017

Dear Potential HBL Client,

Recently, as the Area General Manager for the Cleavelander Hotel in Miami, FL., I had the opportunity to contract HR Consulting Services through HBL Resources.

Having contracted an HR Assessment and then day-to-day HR management, I wanted to acknowledge the thoroughness, detail, and value of the HBL Resources HR Assessment. The final work product and full report was of great value in providing a clear picture of the current state of the Human Resources function and infrastructure, but also allowed us to develop a timeline of plans and actions from which to build a future strategy for immediate and long term improvement.

I think a large part of the success was Lisa's incredible professionalism, well organized and upbeat attitude and approach. Every department head, manager and associate really embraced Lisa's role as Director of Culture and Training Consultant. We were in a transition at the time and morale was questionable. The assessment actually stabilized the overall operation and created a working foundation for Department Heads and Managers that immediately trickled down to the team members.

I know that when I need HR Consulting, assessments, infrastructure development, or training I will reach out to Lisa and look forward to working with her firm again. If I can be of further assistance, please feel free to request my contact information from her.

Sincerely,

David S. Lopez
General Manager
917.312.6755
dlopez@thebernicotel.com



Anna Anderson
General Manager
Virgin Hotels Chicago
222 West Merchandise Mart Plaza
Suite 1212
Chicago, IL 60654

May 21, 2014

To Whom it May Concern,

I am writing this letter on behalf of Lisa Perez, SPHR, as a personal recommendation for her skills as an Executive Coach and to celebrate her talent in the area of Management Development.

Lisa Perez was the VP of Human Resources for Tecton Hospitality and Desires Hotels when I was the opening General Manager of the Iron Horse Hotel in Milwaukee, WI. As well as all other standard Human Resources responsibilities, Lisa was responsible for defining and assisting the development of a positive associate culture. She laid the groundwork, provided the tools, and worked side by side with us to create an amazing hotel and work environment.

I would like to acknowledge Lisa's impact on my personal growth. As a first time General Manager, Lisa was able to guide me through difficult issues by providing unbiased, factual assessments and coaching me to successful resolution of conflicts. I was able to improve my facilitation and negotiation skills through my interactions with Lisa. She provided direct and constructive feedback on my management skills and communication skills. As feedback can be a sensitive issue, Lisa has the great skill of being honest and straightforward but at the same time retaining confidence and integrity. Lisa helps you to face the barriers and conflicts within yourself and in your organization and provides coaching to overcome them. As an Executive Coach, Lisa had very positive impact personally and professionally. I would highly recommend Lisa to anyone who wishes to get an honest perspective of their skills and who wish to improve and progress.

Sincerely,

A handwritten signature in black ink, appearing to read "A Anderson", with a long horizontal flourish extending to the right.



December 12, 2011

On behalf of Lisa Perez,

I just wanted to take some time to write about my experiences with Lisa Perez during our Annual GM Conferences as well as individually facilitated workshops at our Hotels. From the Corporate Officers, and Executive Teams to the Management and line level associates, we consistently enjoyed her presentations, facilitation style. Her workshops were not only educational, but fun. Everyone walked away with practical application to better understand processes as well as their importance.

The facilitation of the Model of Human Behavior (which emphasized the value of using D.I.S.C. Assessments) was always engaging and educational and provided ease of application to improve internal working relationships and teams. We look forward to continuing to work with Lisa and I would welcome any calls from her prospective clients so I can share with them the successes achieved during our Annual Conferences and thereafter.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Raul Leal", with a large, stylized flourish at the end.

J. Raul Leal
CEO, Virgin Hotels

To whom it may concern,

I have worked with Lisa Perez for over 8 years. In that time she was a role model, mentor, associate and friend.

I had many occasions over our time working together as well sent associates to seminars and presentations produced and facilitated by Ms. Perez.

Ms. Perez had a great way with an audience. She always made the topics needing to be discussed more interesting and the time spent in the sessions enlightening. She was always professional but knew the audience and how to keep the attention of all.

Ms. Perez was strong but fair and held all of us to task.

She was always available after our sessions and after work for refresher and any continued support necessary.

You will be well served having her part of your team or a contributor to it.

I am available by phone or email if I can provide further testament in behalf of Ms. Perez.

Sincerely in hospitality,

A handwritten signature in black ink, appearing to read 'Bob Sassani', with a horizontal line extending to the right from the end of the signature.

Bob Sassani

Senior Director, Operations & Support
Dream Hotels, Night Hotels, Planet Hollywood Hotels Worldwide
Wyndham Hotel Group
22 Sylvan Way
Parsippany, NJ 07054
O: 973-753-8584
F: 973-753-7179

bob.sassani@wyn.com



March 1, 2014

To whom it may concern:

It is with great pleasure that I recommend Lisa Perez for professional speaking engagements.

I was privileged to attend her recent presentation at the Human Resource Association of Broward County in Ft. Lauderdale, Florida. As a professional facilitator and public speaking coach, I am frequently amazed at the lackluster content and delivery of many, if not most, presenters. Not Lisa! As the audience entered the room, she engaged all of us immediately by encouraging everyone to find an appropriate sticker to put on our name cards.

Once she started her presentation, she had an ongoing activity specifically designed to support her topic. It was fun, well-focused, and fostered talk and collaboration at each table. She seamlessly wove the activity into her presentation and used it to bring home key points.

Her dynamic yet relaxed delivery proves her expertise in speaking. Her knowledge of her topic allowed her to present without reading and allowed her to field questions easily and appropriately.

She is one of the best speakers on her topic I have ever had. You will not be sorry to engage Lisa as a keynote or breakout session speaker for your professional association or organization.

You are welcome to contact me directly at Laurie@qstsinc.com for more information.

Sincerely,

Laurie Glover, President
QSTS, Inc.
Phone: 561-573-1007



November 5, 2013

To whom it may concern:

It is with great pleasure that I write to endorse Ms. Lisa Perez with my strongest recommendation. I had the pleasure of consulting with Ms. Perez in regards to training and development for Miccosukee Resort & Gaming and I can attest that her professionalism, knowledge and the guidance she provided were spectacular. She exceeded my expectations and produced superlative results.

I have the highest regards and respect for Ms. Perez and would seek opportunities to consult her services in the near future.

A handwritten signature in blue ink, appearing to read "Alain Martinez".

Alain Martinez
Director of Human Resources
Miccosukee Resort & Gaming



Dear Prospective HBL Resources Client,

I have had the pleasure of working with Lisa Perez of HBL Resources, Inc. for several years and most notably in my role as CEO, North America - Virgin Hotels.

HBL Resources has developed several components of our Human Resources infrastructure. They have proven to have an expertise and work ethic that surpassed that of many consultants with whom I have worked. In addition to the ability to ensure a very well organized format with content that is both exceptional and up to date, HBL Resources provided policy and procedure documents that were not only of the latest best practices but presented them in an easy to use format.

When you work with consultants who clearly analyze, elucidate, recommend and implement solutions as well as ensure you have the knowledge and training to self-manage future needs, you know you have a winner. It is because of these positive dealings with HBL Resources, Inc. that I am happy to provide this letter of recommendation on their behalf.

If you have any questions or seek further information do not hesitate to contact me at (646) 845-3491.

Sincerely

A handwritten signature in black ink, appearing to be "Raul Leal", written over a large, stylized oval shape.

Raul Leal
CEO, North America
Virgin Hotels

65 Bleecker Street, 6th Floor
New York, NY 10012

2601 South Bayshore Drive,
Suite 340 Miami, FL 33133



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