



Brandon Respress
Assistant Commissioner of
Recruitment & Retention

This letter is my official recommendation for Matinah Drew as a business consultant to provide executive search services for your agency. I am Assistant Commissioner of Recruitment and Retention with the Administration of Children's Services, and we hired Matinah's company, Noble Hearts HR Consulting in February 2022 on a one year contract to assist us with our recruitment needs. The results we have gotten have been very positive, and we renewed our contract with Noble Hearts in February 2023.

Matinah is the consummate business consulting professional, as she knows how to provide the type of recruitment services that we need for some of our very specialized vacancies. Her team is very diligent about sourcing the right candidates for our vacancies and collaborating with my team to track the results of the candidates they are providing us with. Her team has also been diligent about only adding candidates that are unique to the pool of candidates being sourced and interviewed by my recruitment team. There has been very little overlap between the candidates ACS has already screened versus the candidates that Noble Hearts has been providing.

Matinah has also made herself available to assist my team by sharing ideas for marketing our job with a third party advertising agency. Matinah's shared ideas of how we can better market our jobs externally through advertisements played a key part in helping ACS develop marketing campaigns for our Youth Development Specialist and Child Protective Specialist jobs. Matinah's professional and refined approach makes her work much more valuable to us as a client, and she also has a great way of keeping everyone updated on any changes she has made to her initial recommendations. Noble Hearts HR Consulting should be your next business consulting partner for executive search services, and I would be more than happy to answer any questions you may have about how they have been able to produce for us over the past fifteen months.

Kind Regards

A handwritten signature in black ink, appearing to be "BR" or similar initials.

Brandon Respress
Assistant Commissioner, Recruitment & Retention



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