

July 18, 2024

To Whom It May Concern:

Michael Young served as our Human Resource Director from November 2018 to April 2022 until he moved to a new role in California. Michael worked in our Alcon Johns Campus and partnered with me as the GM and the Campus Site Head.

Alcon had almost 1700 associates on the campus between RND, Distribution, Admin and Manufacturing. This is a high tech and high-volume Medical Device Company. Michael was the most Senior HR Executive on the campus with great Corporate, RND and Manufacturing experience.

Michael has a great depth of knowledge in all areas of HR from hiring, to compensation, to leadership development, to talent pipeline enhancement, to organizational development, to disciplinary actions and to dealing with all legal issues satisfactorily.

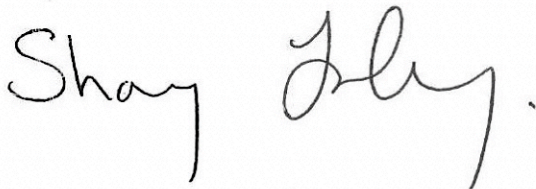
Michael's calm temperament, his depth of business knowledge, and broad experience was very helpful to me. We partnered very well to deal with the global pandemic, the hiring challenges post COVID and many other challenges that a high-tech site would have with over one billion dollars in investment and rapid growth.

I would recommend Michael to any leadership position in any organization because of his experience and his degree of patience to deal with rapid change, while having the ability to help others stay calm and see the bigger picture in the process.

Please do not hesitate to contact me at [Jamesshayfoley@gmail.com](mailto:Jamesshayfoley@gmail.com) or 770 331 0459 if you have any questions or need additional information.

Very kind regards,

Shay Foley  
former GM Alcon Johns Creek

A handwritten signature in black ink that reads "Shay Foley". The signature is written in a cursive, flowing style.