



Kelly Hamm

Human Resources Director
Lotus School for Excellence
11001 E Alameda Avenue
Aurora, CO 80012
khamm@lotusschool.org
303-360-0052 ext. 108
10/21/2024

To Whom It May Concern,

I am writing to provide a strong recommendation for Focused Staffing Group in light of the exceptional service we have received during our current temp-to-permanent hire process. We have been working with your agency to fill a highly specialized and hard-to-fill Special Education Coordinator position at Lotus School for Excellence, and the experience has been outstanding.

From the very beginning, your team has been consistently communicative, ensuring that we are kept informed at every stage of the process. The attention to detail, including timely confirmation of hours worked, has made the management of this temporary arrangement seamless and efficient. We also appreciate the flexibility your agency provides by allowing us to evaluate the fit and performance of the contract employee over time, before making a permanent hiring decision.

We are looking forward to transitioning our contract employee to permanent status once she completes her 800-hour mark, likely in December or January, and are thrilled that we can do so without a buyout fee. This model allows us the necessary time to ensure that the candidate is the right long-term fit for our school, especially in such a crucial role.

While the cost of utilizing your services is a significant investment for us and limits our ability to use the agency frequently, we have found the overall experience to be well worth it for this specific hire. We are grateful for the quality candidates and service we've received.

Thank you again for your excellent support throughout this process. We will continue to rely on your services for any future needs that arise under special circumstances.

Sincerely,

A handwritten signature in black ink that reads "Kelly Hamm".

Kelly Hamm
Human Resources Director
Lotus School for Excellence



Lotus School for Excellence • 11001 East Alameda Avenue • Aurora, Colorado 80012
contact@lotusschool.org • Main: 303.360.0052 • Fax 303.360.0071 • www.lotusschool.org

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