

# OWLS NEST PARTNERS

223 Wilmington-Westchester Pike, Suite 218  
Chadds Ford, PA 19317

December 29, 2017

## RE: Reference Letter for Charlie Fletcher

To Whom It May Concern:

It is my pleasure to write a letter of support for Charlie Fletcher. Charlie came to Owls Nest Partners as an intern in the summer of 2017. He was, in fact, the first intern hired in the Operations department of the firm and he spent the summer working alongside me. Despite not having any background in investments or finance, he had a highly successful internship and was additive to the team during his eight-week program. Here are some of Charlie's positive attributes:

1. Team player: Charlie did a wonderful job of working with multiple people, including the other interns. He has a fun and engaging demeanor, and is – dare I say – charming.
2. Thoughtful: He took on tasks at a measured pace, and was careful and thoughtful with his approach. While his output was swift on specific tasks it was never rushed, which reduced mistakes and therefore reduced the amount of turns required for something to be considered complete.
3. Creative: It was a basic task – find an inexpensive 'give away' for our prospective clients – but Charlie continued to think creatively to find something befitting our firm and client base. Ultimately, we didn't move forward with anything (for reasons beyond Charlie's work), but we have a slate of ideas from him that no one here could better.
4. Persistent: Charlie had to suffer through some pretty large and menial tasks, and each one was carried out with aplomb. And most of the time, with a smile on his face. He is not afraid of hard work and enjoyed being productive on tasks that could have appeared unimpactful. His attitude and his humor (particularly the gallows format), sustained all of us as we worked through some long hours during the summer.

No letter is worth much without some constructive criticism. Here the few things I counselled Charlie to work on:



1. Charlie is very confident, which can at times be misconstrued by others as arrogance. It is not. In fact, he has little ego despite such strong confidence. But I asked him to always consider how others perceive him to ensure a strong working relationship from the start.
2. He is eager to please, which can at times lead to believing speed is better than accuracy. We worked hard to ensure that accuracy in his work product became the focus, with speed as an added benefit.
3. I encouraged Charlie to ask more questions, and be more prepared for an end of week meeting in which we could discuss anything he did not understand from that week. He is a collaborative person and needs to improve on when to ask for help, and when to press forward on his own (as we all do).

Ultimately, Charlie is a bright and fun young man to work with. We were delighted to have him as an intern for the summer and were even sad to see him go. I am glad to remain in touch with him and know a career in marketing and communications is exactly where he should be and where he will excel. I recommend him without reservation, and am at your disposal should you require any further information.

Sincerely,



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**DAVID FERREIRA**  
Chief Operating Officer  
[dcf@owlsnestpartners.com](mailto:dcf@owlsnestpartners.com)  
484-352-1115

