

March 16, 2016

To Whom It May Concern:

I have had the pleasure of working with John McCartan for the past two years at Health Outcomes Sciences (HOS). John joined HOS in January of 2012 as the National Director, Implementation Services, which morphed into an expanded role and title change to Director of Innovation. After only months in this role, he was promoted to Vice President, Innovation. None of these roles/titles adequately represents the impact John has made and continues to make at HOS. Bringing a unique blend of deep technical knowledge coupled with strong business acumen, John's ability to anticipate, understand, and meet client needs is essential to company.

HOS is a venture capital funded healthcare IT start-up requiring employees to wear many hats and contribute beyond the scope of individual job descriptions. John does this on a daily basis without hesitation. It is not uncommon for John to serve as the technical subject matter expert during sales presentations and implementations; strategize with clients about optimizing the technology; developing customized implementation plans; mentoring direct reports and coaching other employees; updating or fixing bugs in the code; contributing research and sharing articles on developing policy or corporate culture; interviewing candidates and training new hires; managing partnerships; and participating in funding pitches. John is not afraid to roll up his sleeves when needed. Many times, he has taken time to explain a complicated technical process or dissect a client issue to ensure all involved know not just how to move forward, but why. John brings patience and a great sense of humor to an often stressful and dynamic environment.

He also serves on the Leadership team responsible for establishing, evaluating and adjusting strategy and operations. John has also represented HOS at industry conferences and think tanks, developing strong relationships across the private and public sectors of healthcare and information technology.

It is extremely easy for me to recommend John as the list of John's involvement and contributions throughout the company goes on and on. His impact on the company is deep and wide, offering expertise across operations, sales, development and delivery of product and client satisfaction. He is an incredibly talented, innovative, and collaborative leader, with integrity.

It's my honor to provide this letter and would welcome your call if needed.

Regards,



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