



SunFrog
SHIRTS

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December 30, 2016

From: Josh Kent
Owner/Managing Member
SunFrog, LLC

Re: Randolph Whitmire and Federal Labor Law Specialists

To Whom It May Concern:

We at SunFrog, LLC initially had the opportunity to work with Mr. Whitmire while he was employed with the Department of Labor. SunFrog, LLC, which operates the largest t-shirt platform on the Internet, has experienced explosive growth over the past 2 ½ years. As any new business, we did experience our growing pains. While with the Department of Labor, Mr. Whitmire was instrumental in helping us ensure that we were in compliance with all relevant federal labor laws.

After we had learned that Mr. Whitmire had left public service and opened Federal Labor Law Specialists, we took the opportunity to have him come in and assess our organization. From the operations of our Human Resources Department to our employment policies, to our application of the Fair Labor Standards Act and the Family Medical Leave Act, Mr. Whitmire reviewed all of our procedures, the work of those in positions to apply those procedures, and our written policies. We felt comfortable having Mr. Whitmire do these things not only due to his experience in public service, but also because of the rather impressive success he had while employed at EDS and as a business owner himself. We believe this range of experiences made him the ideal person to help us through our growth and to ensure we were doing what we needed to do to continue our successes.

Mr. Whitmire's work was, as we expected, incredibly thorough and well-thought out. The opinions he rendered have assisted us in making sure that we are not only on the right track with our employee relationships, but also as a company in general. I have the highest opinion of his work and, if the need presents itself in the future, would not hesitate to bring Mr. Whitmire and the Federal Labor Law Specialists back on site for follow-up recommendations.

Date: _____



Josh Kent
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