

Hello,

My name is Maximilien Slingluff and I am the accounting manager for HireQuest Inc. (HQI). I am writing to recommend Mr. Brandon Carter to your organization. Brandon was integral to my team during his time with us and made a tremendous impact on HireQuest.

Brandon joined our team during a tumultuous time but he “took the ball and ran with it.” As a national staffing company we took a big hit during covid and then underwent a series of rapid mergers and acquisitions, which means that our work-load doubled every few weeks. This meant that we lost many people at the exact time that we needed massive improvements to workflow and general procedures. Brandon became our hero during this time. I would have had to work 18 hours per day without him. He was initially hired to perform our A/R tasks, as we have 400 branches handling over 30,000 clients. We had cycled through numerous people in this position until we met Brandon. He had no interest in simply doing his core tasks so he can go home and get a paycheck, instead he went above and beyond to eliminate inefficiency and did this while being a wonderful motivator for the entire company.

During his time with us he:

- Cut our receivables processing time in half.
- Worked with IT to develop a more efficient payment processing system.
- Learned all the functions of our large accounting team so that he could be a “universal backup” for all functions. (Critical during a time of high turnover!)
- Made excellent training courses and job-aids for all roles on the team which continue to help us on a daily basis years later.
- Built excellent relationships with our 75 franchise-owners and 400 branches at a pivotal time when they were not only wary of us but desperately trying to recover from the losses they took during the pandemic.
- Coached and motivated all team-members. I believe he is responsible for the sudden rise in employee-retention. He became a beloved figure here, and still is.

Upon getting to know Brandon it became clear that he has a passion for what I would call the “science” of leadership. As someone who earned their college degree in “Leadership & Management” I find it annoying that so many people throw the word “leadership” around without any understanding of how to implement it in a tactical, face-to-face sense. Brandon does not use it as a buzzword, but as an actual developing science, blending financial strategy with industrial psychology, which seems to truly bring him joy. His dedication and coaching were inspiring to us. He is a much more selfless person than myself and I had to command him to use his weekends for himself instead of developing courses and systems for us.

On a personal level Brandon is the most honorable and motivated person I know, which is especially rare for a millennial of his age. He is something of a “folk hero” over here at HQI and will always have a “work home” here if he wants. We miss him greatly. He definitely solidified our policy of hiring Marines whenever possible.

I am happy to discuss him with you any time, as are my colleagues. As a financial advisor I can say that if Brandon Carter was a stock I would buy that stock now. Please reach out with any questions.

Thank you for your time,

Maximilien S. Slingluff

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AND OUR FAMILY OF BRANDS

