

January 2021

To Whom It May Concern,

It is with great enthusiasm that I recommend Sarah McArthur as a person and as a professional.

Sarah and I have worked together since 2000. She has been an incredible creative thought partner and advisor, project manager, COO, team leader, editor, and writer. Sarah has always brought the highest level of excellence, professionalism, integrity, warmth, initiative, and service to our work together.

Sarah has been my chief operating officer, creative partner, and content advisor for the past two decades. Our company would not be where it is today without her exceptional work, dedication, management, and leadership. She is resourceful and creative, independent, disciplined, and focused. She is talented, energetic, full of fresh ideas, and uniquely capable of putting those ideas into action.

My company, Marshall Goldsmith Inc, has a unique business model. We are a small, three-person company, myself, my wife Lyda, and Sarah. We hire independent contractors, teams, and companies to help us with what is beyond our small team. Sarah's project management and leadership of these teams and contractors has significantly expanded the success of Marshall Goldsmith Inc. and my legacy organization 100 Coaches.

As our chief operating officer (COO), Sarah led the project management of our publishing ventures, promotion and publicity campaigns, public relations, social media platforms, 100 Coaches legacy project, LinkedIn Live events, private client events, coaching engagements, travel itineraries and transportation, paid speaking engagements, podcasts, webinars, media and print interviews, contact database, online newsletters and websites.

Sarah is the managing force behind many of the books I have published since 2000. From content development, editing, structure, acquisitions, working with the publisher to finalize the book, publicity, and book promotion campaigns, sales, and even shipping, Sarah is incredibly knowledgeable, talented, and skilled about all facets of publishing. She has written and edited

a few books of her own, has a Masters in Publishing from George Washington University, and has an extensive network of thought leaders, management gurus, leaders of business, and authors of executive coaching, management, and leadership material.

Sarah is a consummate professional. As an executive coach to the highest-level clients, the nature of my work requires confidentiality and professionalism. I found Sarah's integrity, discretion, insight, warmth, exceptional communication, and management skills with my clients and everyone in their organizations to be unparalleled.

Over many decades, I have built "Marshall Goldsmith" into a household name in the leadership, management, executive coaching, and publishing worlds. This would not have been possible without Sarah.

To those of you who are looking to develop your content, expand your audience, build your presence, and spread your message globally work with Sarah. She is a Rock Star!

Life is good.

A handwritten signature in cursive script that reads "Marshall Goldsmith". The signature is written in black ink and is positioned above the printed name.

Marshall Goldsmith