8/13/2026

To Whom It May Concern,

I am pleased to recommend Matt Louden, with whom I had the opportunity to work with at HIVE Strategy. During his time at HIVE, he consistently demonstrated an exceptional work ethic, strong technical ability, and a willingness to take ownership of complex challenges.

Matt played a critical role in leading the company's development efforts. He was responsible for a broad range of technical initiatives, including website development, third-party integrations, and emerging AI projects. His ability to understand complex technical problems, develop practical solutions, and see projects through to completion made him an invaluable member of the team.

What particularly stood out to me was that Matt was not limited to a traditional technical role. He regularly contributed across other areas of the business, including project management, client discussions, sales scoping, and pitching. He was able to bridge the gap between technical requirements and business objectives, helping ensure that projects were both technically sound and aligned with what our clients and the company needed.

Matt is also one of the hardest-working people I have had the opportunity to work with. He is dependable, proactive, and willing to take on whatever challenge is necessary to move a project or the broader business forward. His combination of technical expertise, business awareness, and strong sense of ownership made him someone I could rely on.

I would confidently recommend Matt for any role that requires technical expertise, problem-solving ability, leadership, and a strong commitment to getting the job done. I am confident that he would be a valuable addition to any organization and would bring the same level of dedication and professionalism to his next opportunity.

Please feel free to contact me if I can provide any additional information regarding my experience working with Matt.

Sincerely,

Michael Thebeau
Senior Sales Executive
(303) 946-8355