

Signed Copy

Cosmetic Surgery Centre

890-A Yonge Street, Toronto M4N 3P4

Letter of Recommendation for Micheal O'Brien, Director of Operations

To whom it may concern:

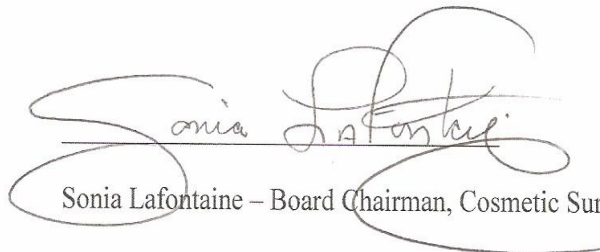
Micheal O'Brien is an extraordinarily personable gentleman. As our Director of Operations since 2011 Micheal has led us well and performed his executive management function in an exemplary fashion.

Micheal has always displayed a high degree of integrity, responsibility, and ambition. He is definitely a leader rather than a follower. In addition to his excellent learning accomplishments, he has proven his leadership ability by designing, writing and organizing a new CPSO Level 3 endoscopic re-processing centre and approvals for new endoscopic procedures for obesity interventions.

I have seen many examples of his talent and have long been impressed by his diligence and work ethic. I understand that Micheal has been accepted as a PhD Candidate for the Public Health programme at a Maryland University and that he may be seeking matching roles in the medical or health care field. I would like to recommend him for any such role. Micheal has outstanding organizational skills and has developed innovative collaborative initiatives within our organization that have led to new business units and additional CPSO approvals for new medical procedures.

I am attaching a list of Micheal's contracted duties.

Sincerely,



Sonia Lafontaine

Sonia Lafontaine – Board Chairman, Cosmetic Surgery Centre

Appendix "A"

Micheal O'Brien

Position: Director of Operations

Responsibilities:

1. Regular meetings and direct reporting to Principal Shareholders
2. Oversee, manage, hire/fire and be responsible for all necessary staff and professional contractors as well as selection of any independent actor who may act on behalf of the clinic.
3. Improve the operational systems, processes the policies in support of organization's mission: specifically, support better management reporting, information flow and management, business process and organizational planning.
4. Manage and increase the effectiveness and efficiency of Support Services (Medical, HR, IT) through improvements to each function as well as coordination and communication between support and business functions.
5. Play a management role in long-term planning of Options Weight Loss Clinic, including an initiative geared toward operational quality excellence.
6. Participation in financial management, planning, systems and controls
7. Management of budgets in coordination with Shareholders
8. Development of individual program budgets
9. Oversee the invoicing to funding sources, including calculation of completed units of service
10. Be a liaison with all outside vendors and professionals.
11. Drive initiatives in the management team and organizationally that contribute to long term operational excellence.
12. Contribute to short and long term organizational planning and strategy.
13. Serve as liaison to legal counsel in addressing legal issues, i.e. copyright, antitrust, governing instruments, partnerships, licensing etc.
14. Oversee organizational insurance policies

15. Compile and enforce the rules of the clinic.
16. Providing consulting services on matters related to fundraising, tax and insurance questions and business structure and growth.
17. Inform clinic staff of off-site business meeting attendances and the anticipated duration of such meeting(s).
18. Be accessible 1:00pm until the clinic's closing time of 7:00PM or other times in case of emergency.
19. Oversee and direct IT and marketing as well as share and be the keeper of passwords for the IT person(s).
20. Direct annual budgeting and planning process for the organization's financial performance against budget, financial and operational goals.
21. Oversee short and long-term financial and managerial reporting.
22. Oversee and assist the day to day processing of accounts receivable and payable using QuickBooks.
23. Assisting the "Board" of Directors in creating annual organizational budget, operating strategies and monitoring cash flow.
24. Manage reimbursement requests.
25. Oversee the administration of payroll and employee benefits and organizational insurance.
26. Ensure that "Accountant" requests are resolved and communicated in a timely manner.
27. Develop long-range forecasts and maintain long-range financial plans.
28. Develop, maintain and monitor procedures for capturing billings and receipts and for the recording of all revenue transactions, recommend and implement improvements to systems.
29. Prepare annual audit and be a liaison with all outside vendors.