



June 12, 2026

To Whom It May Concern,

It is my pleasure to strongly recommend Ed Speedling, MSW, MHA, FACHE, as a healthcare consultant.

Recently, I engaged Ed to conduct a comprehensive evaluation of our organization's screening, assessment, and onboarding processes for prospective Behavior Technicians and Registered Behavior Technicians (RBTs). As a result of his work, our company, Autism Support Now (ASN), a Missouri-based autism services provider specializing in applied behavior analysis (ABA) therapy for children with autism, significantly strengthened its hiring framework. Through Ed's systematic approach and insightful recommendations, our talent acquisition team is now better equipped to identify high-quality candidates early in the recruitment process while effectively screening out individuals who are not well-suited for these critical roles. His analysis led to meaningful improvements in both the efficiency and effectiveness of our hiring practices. Notably, Ed completed ASN's assignment ahead of schedule.

Ed is intelligent, highly analytical, and a true systems thinker. He is persistent, hardworking, and exceptionally dedicated to achieving results. Most importantly, he is trustworthy—a quality that is invaluable when working with organizations on sensitive operational and strategic initiatives.

I recommend Ed without reservation and am confident that any organization seeking an experienced healthcare consultant will benefit greatly from his expertise, professionalism, and integrity.

I look forward to working with Ed in the foreseeable future.

Sincerely,

*Michael Quinn, PhD*

**Michael Quinn, PhD**

President & Chief Executive Officer

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