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January 28<sup>th</sup>, 2026

To Whom It May Concern,

This letter is to confirm that Island Luck has been a valued client of Workzoom since February 2024. We utilize the platform to manage our human resources operations, including payroll, benefits administration, time and attendance, scheduling, and onboarding for approximately 850 employees.

Workzoom has proven to be a dependable partner, and their support team has been responsive and helpful. The system has enabled us to streamline our processes, improve efficiency, and maintain compliance with Bahamian regulatory requirements, including National Insurance Board (NIB) obligations.

Overall, we are satisfied with the service provided and would confidently recommend Workzoom to other organizations within the region.

Please feel free to contact me should you require any additional information at [tsands@islandluck.com](mailto:tsands@islandluck.com) or 397-9825.

Regards,

**Tyler Sands**  
**Human Resources Specialist**