

October 18, 2022

Nevada Legislature  
Interim Finance Committee  
Chairman  
IFC@lcb.state.nv.us

Subject: "**Work Program #C60305** agenda item E.21"

*Dear Senator Moises Denis,*

I am writing to express my support for the proposed Talent Retention Program listed on the upcoming agenda under the title Work Program #c60305 agenda item E.21. Talage is a leading Insurance Technology company building the premier Submission Management Platform for commercial insurance. I myself am a product of the University of Nevada ('05, '11 MBA). We were founded in Reno in 2015 and remain here today. One of the hardest parts of building a venture-backed software company in Reno is hiring quality software engineering candidates. We hire dozens of Computer Science Professionals in our Reno office and are constantly looking for candidates.

We believe strongly in the importance of hiring University of Nevada students as interns during the summer and school year. The opportunity to work with interns helps both refine the students' skills and helps us determine if they are a good long term fit within our company. We are competing with companies nationally for top talent and we have had a high success rate of converting our University of Nevada interns into full time employees keeping these talented individuals in Nevada. The proposed talent retention program builds upon the successful pack internship grant program and creates additional opportunities for internships in our community specifically for Women and underrepresented students in the STEM fields and will undoubtedly help increase the pool of qualified technical talent in our community.

*Sincerely,*

A handwritten signature in black ink, appearing to read 'A. Kiefer', with a stylized flourish extending from the end.

*Adam Kiefer  
CEO  
Talage*