

July 9th, 2026

To Whom It May Concern,

Re: Recommendation for David Mintz

I am pleased to provide this recommendation for **David Mintz**, whom I have had the privilege of working with for more than 20 years across multiple consumer products companies, including **YumEarth, Garden of Flavor, and other leading brands.**

Throughout our long professional relationship, David has consistently demonstrated exceptional leadership, business acumen, integrity, and entrepreneurial vision. He has successfully built and grown consumer brands across multiple categories, with particular expertise in retail distribution, international sourcing, brand development, and strategic partnerships.

David has a proven track record of developing strong relationships with major retail organizations and creating sustainable growth opportunities for the brands and businesses he leads. His ability to identify market opportunities, execute complex business strategies, and deliver results has been a defining characteristic throughout his career.

Beyond his commercial accomplishments, David is highly respected for his professionalism, reliability, and commitment to long-term business partnerships. He approaches every endeavor with a high level of accountability, attention to detail, and financial discipline. His strong communication skills, operational expertise, and collaborative leadership style have consistently earned the trust of colleagues, customers, suppliers, and business partners alike.

Having worked closely with David for over two decades, I can confidently attest to his character, work ethic, and ability to successfully navigate challenging business environments while delivering meaningful results. He is a dedicated executive who combines strategic thinking with practical execution and consistently creates value for the organizations he serves.

I highly recommend David Mintz for any professional, business, or academic opportunity he may pursue. I am confident that he will continue to make significant contributions and achieve success in his future endeavors.

Sincerely,

Sergio Bicas

CEO Founder BCauz Ventures
COO Garden of Flavor
Co-Founder YumEarth

By: BCauz Ventures Inc.

Date: November 10th, 2022.

Name: Sergio Bicas, Founder/CEO

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