



Date: May 20, 2015

Regarding: Anthros Inc.

Dear Sir or Madam:

In the past year, I've left New York City where I had the pleasure of cooking alongside Daniel Boulud running his Cafe Boulud brand; opened [Spoon and Stable](#) in my hometown of Minneapolis; served as the head coach for [Team USA](#) as we won a record-breaking Second Place in the [Bocuse d'Or](#); and led my restaurant to become a finalist for [Best New Restaurant from the James Beard Foundation Awards](#).

There is no question that life is a journey and risks need to be taken with bravery and confidence. Though as my pursuit to perfecting my art continues I also remain aware of the fact that I must choose my affiliations that share the same principles, vision and culture that align with Spoon and Stable, my lifelong dream. Through the strategic planning phases of the launch of my restaurant, one critical component was the well being of my team at Spoon and Stable. As with any anticipated launch, I knew a lot depended on the selection process of my team and ongoing Human Resources responsibilities to insure compliance.

In July of 2014, I met with owner of Anthros, Inc. Anurag Dandiya at French Laundry's 20th Anniversary Party and began conversing about HR Outsourcing, HR Technology and Federal & State Compliance as it relates to my restaurant employees. I also quickly realized that Anthros Inc. was a long time dream of Anurag's as my restaurant, Spoon and Stable, was to me. Both companies shared the same culture as well as aspirations. I have known Anurag for close to 10 years and knew right away that their would be no other entity besides Anthros that could provide the care I require for my restaurants Human Capital which will also provide high quality service with robust HR Technology.

Anthros Inc. provided brand customization, enhanced technology and onboarding expertise that was critical to the successful launch of Spoon and Stable. Their experience allowed me to focus on the finite details of launching my lifelong dream. The Anthros team went a step further and built an interface with Spoon and Stable's accounting software which enabled the automated upload of labor costs and related liabilities each pay cycle, minimizing my costs and completely eliminating errors with this advanced feature. The entire team at Spoon and Stable has real time access to their personal payroll information, our managers have on line tools, custom compliance forms that are housed and archived electronically with 24-7 access.

Spoon and Stable

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www.spoonandstable.com



I recommend Anthros to any business owner who wishes to focus on developing their brand, their company and hand over mundane cost prohibitive HR Functions to an entity built on a substantial foundation that evolved over 20 years.

If I can answer any questions regarding Anthros Inc. directly, please do not hesitate to contact me.

A handwritten signature in black ink, appearing to read 'G. Kaysen', followed by a long horizontal line extending to the right.

Chef/Owner Gavin Kaysen
Spoon and Stable
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