



August 4, 2026

Jonathan Holth
Commissioner, Recovery & Reentry
State of North Dakota

Dear Commissioner Holth,

On behalf of Global Recovery Initiatives Foundation, we are delighted to extend our heartfelt congratulations on your recent achievement of becoming Nationally Certified as a Recovery Friendly Workplace (RFW) by the National Recovery Friendly Workplace Institute.

This significant milestone is a testament to your commitment to fostering an inclusive, supportive, and compassionate workplace culture. Your efforts to embrace individuals in recovery and empower them with the tools and opportunities they need to thrive are truly commendable.

Through initiatives such as implementing recovery-friendly policies and championing the values of understanding and inclusivity, you have set an inspiring example for organizations across the nation. Your certification not only highlights your leadership in addressing substance use disorder recovery, but also demonstrates your dedication to building a stronger, healthier, and safer workforce and community.

We celebrate this accomplishment with you and recognize the positive impact it will undoubtedly have on your employees, their families, and the broader community. Your achievement serves as an example of leadership and encouragement for others to follow in your footsteps toward a more compassionate and recovery-friendly workplace environment.

We look forward to working with you as the Institute and the RFW movement grow. Attached is a rollout plan that includes the certification seal and guidelines for use. Please cc us on any releases you send to the press or public and we are happy to provide a quotation if it would be of use.

Let us know how we can continue to support your work as a certified employer!

Sincerely,

A handwritten signature in black ink, appearing to read "Eliza Zarka".

Eliza Zarka
Program Director
National Recovery Friendly Workplace Institute
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