

August 28<sup>th</sup>, 2018.

To Whom It May Concern:

This letter serves as my formal recommendation for Paul Zaher. I was lucky to have hired Paul in September of 2016 and had the privilege of being his engineering and technical manager until January 2018. It's not often that you find an individual of Paul's intellect, work ethics, and experience. I always consulted with Paul to get his professional opinion on matters related to solutions development, job design, job execution, post-job reporting, and recommendations for future jobs. I feel that he will be an excellent candidate for a multitude of positions within your organization.

On multiple occasions I have had the opportunity to observe Paul's professional skills as well as his interpersonal style. He is consistently pleasant and takes on all assignments with enthusiasm and dedication. He works well as part of a team and can function as a leader when required. I also appreciated his eagerness to take on new challenges. For example, during the field trial phase in the development of a new low-density cement system, the need arose for someone to step up, take ownership, and lead the roll-out of the new cement system in our highest revenue market. Paul volunteered to lead the roll-out from the customer communication and interaction side of things, together with managing and engineering the job designs and job execution steps. His attitude and confidence had an immediate and positive impact on the field trial and on everyone that was involved; and his leadership and actions led to a successful field trial and roll-out of the low-density cement system, resulting in improved service quality to his customer base.

Based on my experience working with Paul, without reservation, I recommend him highly, and I am certain that he will be a strong addition to your company. If you have any questions regarding Paul or this recommendation, please do not hesitate to contact me.

Sincerely,

Lennox Leotaud

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