

04 June 2018

Dear Sir or Madam,

I am pleased and confident to recommend Paul Zaher for employment with your company. I have had the privilege of working with Paul on numerous occasions for the past several years. I have always been impressed with Paul's work ethic, professionalism, expertise, and positive personality.

Among many other accomplishments, Paul and I developed a systematic work method and quality assurance guidelines for oil and gas well cementing in the Permian Basin. Paul made several innovative improvements to the system. He always demonstrated sound engineering judgement and was willing to listen to other viewpoints.

I am confident that Paul will make a strong addition to your company. Please feel free to contact me via email or mobile phone if you have any questions.

Sincerely,

Loran Galey

Sr. Cementing Fluids Advisor

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