



March 10, 2020

To whom it may concern:

My name is Michael Pawlik and I have known Brandon Griffith for approx. 3 years. Brandon has worked on my team at Panasonic Solar North America as a Warehouse Specialist, where I am the General Manager of Supply Chain. In my position, which I have held for approx. 3 years, I supervise a staff of 25 employees.

I am writing to recommend that you consider Brandon Griffith for your organization. In all my years of experience, some people stand out for their great qualities and Brandon is one of those people. Brandon is well known for his work ethic and leadership. Brandon is well respected throughout the organization for managing inbound/outbound logistics, warehouse leadership, inventory management and trade compliance. Throughout the time I've known him, Brandon has shown me time and again that he is a positive, motivated leader with amazing potential.

During his time at Panasonic Solar North America, Brandon played an important role in collaboration with a cross functional team towards our strategic initiative to reduce freight and warehouse storage costs for our organization. As a result, Brandon and his team was successful in achieving an annual savings result of \$340,000 USD in 2019, which was almost double of the assigned project target.

In summation, due to his great attitude, dedication and excellent potential, I would heartily recommend that you strongly consider Brandon Griffith for your organization. I am sure that he would not let you down and would be as great an asset to your team as he has been to mine.

Please don't hesitate to contact me if I can be of further assistance. I can be reached at 716-536-2925

Sincerely,

A handwritten signature in red ink, appearing to read "Michael Pawlik", is written over a light blue horizontal line.

Michael Pawlik  
General Manager, Supply Chain