



February 1, 2026

South Georgia Pecan Company
2220 East Hill Avenue
Valdosta, GA
31601

To Whom It May Concern:

It is rare that I write these recommendation letters, but I am pleased to provide one for Dung Le. I have known Mr. Le for the past three years, since he joined our organization in late 2022. While he does not report directly to me, I have worked with him regularly in my role as Plant Manager and have had the opportunity to observe his work and contributions across multiple projects.

Throughout his time at South Georgia Pecan, Mr. Le demonstrates a strong ability to learn, adapt quickly, then uses that knowledge to solve problems that he encounters daily in his department. Upon approaching a problem, he would analyze it to gain a deep understanding of the requirements then try to come up with different approaches to accounting for efficiency and cost expense in order to achieve the goals.

He possesses strong expertise in software development, specifically in Excel and Power BI, along with a solid working understanding of SQL database structures. Using these skills, Dung has created several tools and scripts that improved how we track metrics and monitor operational performance for Middle Room department. One notable example is a production visualization tool he created to track production goals, inventory usage, and performance trends. This tool has been useful for both operators and management by providing clearer insight and helping identify opportunities for improvement.

One of Dung's most significant accomplishments was serving as the technical lead on the Leinland project. In this role, he was the primary developer implementing the full digital system transitioning from physical control documents. This effort significantly improved document accessibility, consistency, and compliance, and it stands as one of the most impactful process improvements implemented at our facility in recent years.

Dung is dependable and completes his work accurately and on time, even when faced with challenges. He works well with others and is willing to support and encourage his teammates. Based on my experience working with him, I am confident he would be a valuable asset to any organization, particularly in a software development or technical role where his problem-solving skills and initiative can be fully utilized.

Best regards,

A handwritten signature in black ink that reads "Nathan Smith".

Nathan Smith
Southeastern Plant Manager
South Georgia Pecan Company.