

To Whom It May Concern:

I am writing to convey my upmost confidence in the character and work ethic of Robert Kruger.

Robert joined our team at Sooner Transportation in September 2020 and right away it was clear that he would do well in the job. Robert's intelligence and discipline made the training process easy, and his attention to detail and resolve to perform at his best had him learning and improving his efficiency in the job much quicker than most. Robert also exhibits the perfect level of independence; our management team has full faith that Robert will always be able to get his job done. His ability to problem-solve issues on his own is unsurpassed, but also critical is Robert's competence in knowing what decisions he can make versus exceptions that require notification/clarification of management. Furthermore, Robert's ability to outperform others has him finish his routes early most days. Due to this we often have to ask for his help rescuing other drivers who've fallen behind, and Robert's dedication to the success of the team has him helping whenever it is needed, even when personal sacrifice is required.

Although the notion of Robert moving on from Sooner pains me, I want nothing but the best for him as he always gave us his best. I sincerely hope that you too can see the value that a dedicated team member like Robert can bring to your organization.

Please contact me with any inquiries.

Best Regards,

A handwritten signature in black ink, appearing to read 'Matt Richards', with a stylized, flowing script.

Matt Richards
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