

Letter of Recommendation

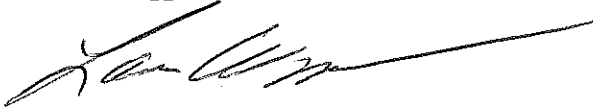
August 25th, 2016

Dear Sir / Madam,

Please accept my letter of recommendation for Leland Curtiss. I hired Leland over 10 years ago and he has been a valuable asset to GIW. Leland started GIW as a Design Engineer where his responsibilities included creating a clear water test loop, videos of the test loop for use in training the behavior of slurry in pipelines, checking drawings and maintaining technical documentation. Leland represented engineering on the MDM (Master Data Migration) team during GIW's transition to SAP. Leland was promoted to Manager of Engineering Information Services where his team was directly responsible for streamlining processes, as well as making the processes electronic. Leland's team successfully created GIW's internal SAP material creation website on Sharepoint which included a live dashboard. This site directly affected the success of GIW's SAP implementation and is integrated into today's process.

Leland is reliable, hardworking and a strong team player. He would be a valuable asset to any company.

Lauri Wiggins

A handwritten signature in black ink, appearing to read 'Lauri Wiggins', with a long, sweeping horizontal line extending to the right.

Manager of Project Design Engineering & Documentation Control