

Kim Blackburn
Blackshor Services
5531 West Plank Road
Peoria, IL 61604
1-18-18

Hiring Manager;

Dylan Kehres started as an Intern at Blackshor Services in the fall 2016, while attending Bradley University.

He quickly exhibited analytic skills in his original assignment of collecting GPS tracking and remote time card entries when he was one of the only Interns who showed initiative and ability when he progressed to the next step on his own, and utilized the data he was assigned to collect.

Within just a few months, Dylan was offering innovative solutions to everyday hardware and software issues, our off site technical support, was not addressing.

At just 7 months of employment, Dylan spearheaded development of processes for our newest division, Logistics Brokerage and Freight Hauling. He managed form development, research, purchase, training on equipment, and created processes for invoicing/tracking. At the same time, *while out of school for the summer*, he became our first Dispatcher for this division. Dylan exhibited excellent communication skills, extreme versatility, and leadership while he negotiated rates with other Logistic companies, and managed our fleet of Drivers who are much older and more experienced than he. *In addition to all of this, Dylan was the lead person on the team that handled Blackshor's first Department of Transportation Audit.* Then, as the summer closed, at just 10 month of employment Dylan hired and trained his own full time replacement.

In the fall of 2017, when school resumed, Dylan took over as Event Manager for our Parking Lot Maintenance Division where he continues to exhibit Dedication, Innovation, Investigative/Analytical skills and Leadership.

Over the past decade, Blackshor has hired over 80 Interns. I can easily say that Dylan is amongst a select few that have exhibited skills to this high level.

I highly recommend Dylan Kehres for the position you are considering him for. In my experience, he will exceed your expectations.

If you would like any additional information, please feel free to contact me at 309-697-1133.

Sincerely,

Kim Blackburn

Co-Owner& Project Manager Blackshor Services