



## HydrogenXT

1900 West Loop South, Suite 1550  
Houston, Texas 77027

March 28, 2017

### TO WHOM IT MAY CONCERN:

It's my pleasure to recommend Stefan Smagula for product management and product design positions with any company.

Stefan was the Head of Software Product for over a year at HydrogenXT during which most of time Stefan reported to the previous CEO. Because of business segment conditions the company has had to make staff reductions and unfortunately Stefan was impacted adversely.

Though my time with Stefan was brief, I thoroughly enjoyed working with Stefan, and after speaking with him came to appreciate his business acumen, wealth of technical skills, drive for excellence and maturity. Beyond this, he demonstrated a lot of initiative during prolonged periods of ambiguity. It's this background that enabled him to jump into a complex new domain, statutory compliance and energy reservation systems, and to successfully devise a hardware/software system to meet our business plan.

Stefan's credentials and resume are quite impressive and his experiences and project accomplishments will be a benefit to any company.

Please feel free to contact me by email or phone should you like to discuss Stefan's qualifications and experiences further.

Sincerely,

A handwritten signature in blue ink, appearing to read "Don Moore".

Don Moore,

CEO  
HydrogenXT  
don.moore@hydrogenxt.com