

FROM THE DESK OF

JOSEPH D. SCHROEDER

January 27, 2023

To whom it may concern,

It gives me great pleasure to write this letter of recommendation for Mr. Paul Moyers. When I interviewed Paul to join my team, he was living in Lexington, Kentucky. I was impressed with his skills and knowledge at that time. During the years that followed, I have had the honor to work with, and Mentor Paul as he took on additional rolls and, when needed, frequently stepped in for Sales and Operations leadership. In time, Paul was made part of our strategic planning initiatives for the day to day operations and annual planning and budgeting for our Alaska operations.

Paul has consistently taken the initiative to keep the company and the team ahead of the competition. Paul worked with Operations leadership to develop an installation calculator that reduced time to quote and calculation errors, streamlining a process that resulted in saved time and resources, as well as producing new metrics that would allow the company insight into a previously unmonitored process. This programming led to a better project management tool enabling our firm to more efficiently serve our clients and partnering organizations throughout The state of Alaska.

Pauls forward thinking and ability to see opportunities has brought him the recognition and appreciation of management and his co-workers.

While I'll certainly miss the working relationship I had with Paul through the years, I'm confident he will be able to make an immediate as well as positive impact on your organization. If you have any questions or concerns about Paul's capabilities, experience or credentials don't hesitate to call me at the phone number below.

Sincerely,

Joseph Schroeder

BINW Alaska LLC Manager