



September 16, 2015

Jeffrey Brown & Associates  
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Re: Letter of Recommendation

It is our pleasure to have Jeff working with our entire crew in developing and implementing a wide variety of improvements in our business operations. He has made excellent improvements in time-saving programs which increase employee productivity by streamlining the information flow. This, in turn, has increased our capacity to serve more customers with our existing staff members.

To accomplish what has been achieved Jeff is very adept at obtaining the information needed from our staff in the midst of their busy schedules. Due to our business of both making specialty chemical products and chemical processing equipment, the complexity of operations is a huge challenge when having to address the diversity of functions that are required when developing improved operations.

We look forward to each week when Jeff comes in to tackle the challenges of business management. He is continually reviewing present and future opportunities that can enhance sales growth and improve profitability. He has an excellent rapport with our employees and has created programs that help them progress in their respective jobs. In summary, Jeff is highly recommended for the value he brings in actually accomplishing what he proposes and making those proposals work.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian Stransky", written over a horizontal line.

Brian Stransky  
President  
BJB Enterprises, Inc.

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