



To whom it may concern,

January 30 2024

I am extremely pleased to recommend Eliran Penkar as your next Engineering Project Manager and Maintenance Manager. In the world of manufacturing, no two days are ever the same where troubleshooting, learning on the job, and long days without notice are normal. He is, by far, my most qualified project manager I have worked with. Both myself and our team will miss him and the way he applied excellent team working abilities.

Eliran embraced each project and went above and beyond without hesitation. He never missed a deadline and was always surpassing expectations. He always had creative cost cutting measures, addressed problems quickly and efficiently, resulting in continuous compliments and gratitude from all departments. His methods for managing staff and contractors has demonstrated strong leadership skills and built lasting professional relationships.

Eliran has successfully balanced his responsibility to the company, his staff, and the production team. Every worker who has been on Eliran's crew always requested to work for him again. His productivity and profitability numbers have been exceptional.

The only reason for Eliran's layoff, is an inflexible corporate directive for the restructuring of our plant leadership.

Losing Eliran is an exceptionally painful blow to our plant, and I would hire him back in a heartbeat if the opportunity presented itself. If you need to discuss anything further about Eliran, please call me at 403-461-1991 or email me at Adam.Pipe@ApcNutrition.com

Sincerely,

Adam Pipe

Plant Manager

Sanimax - APC Nutrition

A handwritten signature in blue ink, appearing to read 'Adam Pipe', is written over a horizontal line.