



COLLICUTT ENERGY SERVICES CORP.

8133 Edgar Industrial Close, Red Deer, AB T4P 3R4

www.collicutt.com

Phone: 403.309.9250 Toll Free: 888.682.6888 Fax: 403.309.9605

January 18, 2017

To Whom It May Concern:

Re: Letter of Reference for Eliran Penkar

Eliran joined the manufacturing engineering team at Collicutt Energy Services on May 2, 2016 as an Engineering Co-op Student for 8-months as part of the Dalhousie University Engineering Co-op program. Eliran successfully maintained his role with us and finished his internship on January 6, 2017.

Eliran worked with members of the manufacturing group supporting both Mechanical and Electrical Engineers with AutoCAD and SolidWorks drafting the production and reviewing of fabrication drawings. Eliran supported the Engineering team in sourcing cut sheets and specifications sheets for a variety of equipment. Eliran was always looking for ways to support and help the team. He often provided suggestions of software programs and tips that would increase production and communication efficiencies.

Eliran was a key team player in the implementation of the SolidWorks EPDM program at our company. He also supported other areas such as Parts and Service with inventory counting and data management. Eliran played a major role in helping us recover from an unfortunate computer security breach. Following the data recovery, Eliran suggested ideas on how to prevent future email and internet security breaches once again proving that he was willing to assist in all operations of our business.

We have a great deal of confidence that Eliran will successfully continue to advance his engineering skills through further engineering work experience, self-learning, mentorship, and completion of his engineering degree. He is a bright individual who is committed, trustworthy and presents himself in a professional hard working manner.

In today's market, it is challenging to find employees who show a great deal of pride, have a strong work ethic and a level of respect as what Eliran has shown with us. If you have any further questions please feel free to contact us.

Sincerely,

A handwritten signature in black ink that reads "Steven Collicutt".

Steven Collicutt
President
Cell: (403) 304-9200

A handwritten signature in black ink that reads "Devon Kumm".

Devon Kumm
Manufacturing Manager
Cell: (403) 813-6733



COLLICUTT ENERGY SERVICES CORP.

8133 Edgar Industrial Close, Red Deer, AB T4P 3R4
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December 23rd, 2016

Re: Letter of Reference for Eliran Penkar

To Whom It May Concern:

Eliran joined the manufacturing engineering team at Collicutt Energy Services on May 2nd, 2016 as an Engineering Co-op Student, as part of the Dalhousie University Engineering co-op program, for an 8-month co-op.

Taking on every challenge and opportunity offered at Collicutt Energy, Eliran was determined to absorb as much experience and knowledge as he could gain in a fast paced and demanding engineering environment. He successfully maintained his role with us and will finish his internship in January 2017.

Eliran worked with members of the entire manufacturing department. As a mechanical engineer, I worked regularly with Eliran, where he would supported me with AutoCAD and SolidWorks drafting and the production of fabrication drawings. Eliran has supported the team in sourcing cut sheets and specifications sheets for a wide variety of equipment. Eliran would regularly be the intermediate between our team and suppliers and fabrication team. Eliran always had a look ahead attitude, and made the most of his time available by looking for ways to support and help the team. He often provided suggestions of software programs and tips that would increase production and communication efficiencies. Eliran is a safety minded individual that prioritizes safety in the workplace by discussing and reporting matters that affect operations on the floor.

I have a great deal of confidence that Eliran will successfully continue to advance his engineering skills through more engineering work experience, self-learning, mentorship, and completion of his engineering degree. He is a bright individual who is committed, trustworthy and presents himself in a professional hard working manner. With his passion and devotion to learning, he consistently strives to improve upon his experiences, and is excited to share his knowledge with fellow coworkers.

In today's market, it is challenging to find employees who show a great deal of pride, have a strong work ethic and a level of respect as what Eliran has shown with us.

If you have any further questions please feel free to call me.

Sincerely,

A handwritten signature in black ink that reads "Dan Steenbergen". The signature is written in a cursive, flowing style.

Dan Steenbergen
Mechanical Engineer, P.ENG.
Cell: 403-391-4002



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November 01, 2016

To Whom It May Concern:

This letter serves as my formal recommendation for Eliran Penkar. He currently holds the position of Engineering Co-op Student at Collicutt Energy Services Corp.

As the only Co-op Student in a smaller company as ours, Eliran is used as a shared resource. He is required to assist Electrical Engineers, Mechanical Engineers, Quality Engineers and Project Managers.

I have worked with Eliran intensively over this period and have supervised his work deliverables related to Electrical Engineering within the Manufacturing department.

Although this is Eliran's first co-op work term, his performance is easily comparable to co-op students that are in their advanced/ final co-op terms. Since May 2016, when he joined us, he has displayed his ability to work under tight deadlines and take initiative on numerous engineering administrative tasks to enhance our department's efficiency.

In order to assist Electrical Engineers, he has been able to take the lead on items such as vendor coordination, BOM creation, (minor) equipment sizing, working with electricians to red-line, identification of variations of design drawings v/s field construction and drafting of As-Built drawings.

He undertakes his responsibilities and tasks in an easy-going, cheerful, energetic and professional manner and his presence has assisted the Manufacturing team positively.

One thing that makes him stand out is his curiosity and ability to ask "what-if" and "why" questions – which in my eyes is key to successful growth as an individual and as an engineer.

I believe that he will succeed in all he puts his mind to. Based on my professional interaction with him over the last 6+ months, I know that he will be an asset to any team.

Should you have further questions, please feel free to contact me on the number stated below.

Sincerely,

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

Lawrence Penkar, P.Eng.
Electrical Engineer
Cell – 1-780-999-9122