

Jessika Dropiewski
Michigan Lumber & Wood Fiber, Inc
4776 Abbe RD
Comins, MI 48619
6/12/2019

To Whom it May Concern,

Robert Scarcella has worked for Michigan Lumber & Wood Fiber, Inc in many capacities over the last 10 years. As the owner of his own company, he set up our initial server, network, and workstations when we started in 2009, and continued to be called upon to troubleshoot and expand as our networking needs changed over the next 8 years. In September of 2017, Michigan Lumber hired Robert as our full time IT Specialist. He was hired predominately to develop and install a very large network update, revamp our website, and also to work with Mill Management to oversee the installation of a complete hardware and software update in our sawmill.

As the Office Manager, I tasked Robert with many projects needed to both improve our current processes and expand our capabilities. Robert streamlined our network, brought our website to a professional level, and programmed several inter-company systems, most notable of which was a multi-department Purchase Order system. Robert was responsive and always prompt in dealing with IT requests, no matter how large or small the issue. I can say with certainty my office has significantly benefitted from his work.

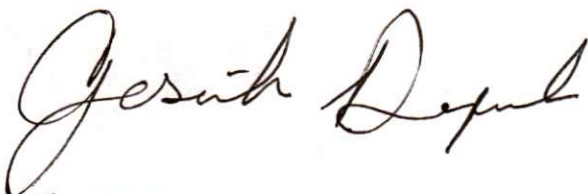
Outside of the office, Robert worked closely with our Machinery Software Manufacturers during the install of a multi-million dollar machinery and software overhaul. He reported directly to the President and VP of Operations, acting as a liaison between our management and the Software Manufacturers. Our company was able to do a complete overhaul of our manufacturing plant in record time, and Rob was a key player in that.

One of Robert's greatest attributes is his ability and willingness to learn, whether its new technology, software, or inter-company processes. That, coupled with his ability to effectively apply his knowledge and team-player attitude, was what really allowed our company to utilize Robert in so many areas. Robert is also a flexible, creative individual who works hard on all problems in order to come to the best possible solution.

Had our plant not experienced a fire which resulted in a complete loss of our production capabilities, Robert would still be employed with Michigan Lumber & Wood Fiber.

If you would like additional information about Robert, I can be reached at (989) 848-2100.

Sincerely,

A handwritten signature in black ink, appearing to read "Jessika Dropiewski". The signature is written in a cursive, flowing style.

Jessika Dropiewski
Office Manager