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To whom it may concern,

Leland served in my engineering organization for ten years, first as a design engineer and later as an engineering manager and team leader for our “Engineering Information Services” group, responsible for the development and distribution of technical documentation and specifications for our products, which are designed in-house. He also provided creative support for engineering graphic art and video for our Marketing, R&D and Technical Training programs.

With our recent implementation of SAP, Leland developed and maintained a company workflow to coordinate timely and accurate entry of master data into the system, using our internal SharePoint platform to create a user friendly tool for managing and streamlining the process across all departments. This has been generally recognized throughout our organization as a critical contribution to our successful SAP implementation.

Leland also developed a system for compiling and maintaining our technical documentation in multiple languages, using a database of words and phrases which could be combined into finished documents, greatly streamlining the process of revising and creating these documents, which are key for our international business.

Leland is a competent engineer with good insight and quick understanding. He displays a high level of creativity and ability to think “outside the box”, and quickly adapts to new technology and processes. Being a small engineering group (30-40 people), I have had numerous opportunities to work with Leland and can personally vouch for his skill, creativity and competence. His contributions to our team will be missed.

Yours Sincerely,

A handwritten signature in black ink that reads 'Robert Visintainer'.

Robert Visintainer