



November 3, 2016

Re: Letter of Reference for Daryl Hanzal

To Whom It May Concern,

I am writing this recommendation letter on behalf of Daryl Hanzal based upon his twenty-five years of leadership as President and member of the Board of Directors of Ritrama Inc. North America and our domestic manufacturing operations and regional distribution facilities.

I have known Daryl for over twenty-five years and have been engaged with him both personally and professionally during his tenure with Ritrama Inc. Over these many years, he has reported directly to me as Chairman of Ritrama Group. It was during this time in which he developed and led a team that built our North American business to become an industry leader and an intricate part of Ritrama Global Group of Companies.

Daryl is a proven business leader with strong inter-personal skills as well as being a strategic thinker and planner. His pro-active approach to business development has provided year-over-year growth for our operations in North America. He has also demonstrated that he has the foresight to adapt to evolving business and market conditions while balancing the need for continued sustainable yearly profitability and shareholders return on investment.

His management style is collaborative and solution based, with the focus on solving and heading off problems before they start or quickly once they arise. His success in driving business development in existing and new markets for Ritrama is the benchmark of his entrepreneurial strength.

Sincerely,

A handwritten signature in blue ink, appearing to read "Tomas Rink", enclosed within a blue circular scribble.
Tomas Rink