

To Whom It May Concern:

It is with great pleasure that I write this letter of recommendation for Dion Ross. I was very fortunate to have the opportunity to work closely under Mr. Ross' leadership in our Hayward corporate office at Pentagon Technologies. Mr. Ross is a self-driven individual with an exceptional work ethic and has been the most compassionate director I have ever met.

When I first joined his team, he took the time from his busy schedule and shared his management style, clear expectations, and the Supply Chain team mission with me. He assured us that under his management, we are always welcome to discuss any concerns and challenges, and he will do his best to mentor and guide us through all obstacles. He kept his promise plus made our team's physical and mental well-being his priority. With his vision and leadership, he has created a fun work environment with open communication, which enable our Supply Chain team to cooperate and combat numerous challenges.

I am grateful for his consideration and kindness in countless ways. For example, when I faced the death of a family member and needed to take a couple of days off from work, he showed empathy and care. His only request to me was to return safely, physically and mentally, after caring for all needed personal matters. In addition, he kept all my challenges confidential, so I would not feel any awkwardness in the office atmosphere.

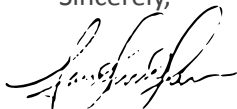
Not only is Mr. Ross a motivated, capable, and talented individual, but he actively contributes to the workplace by finding innovative ways to foster a safe and positive work environment for his team. Mr. Ross is exceptionally hardworking and highly dedicated to his work and always puts the needs of the team and the organizational goal first. In addition to being an exceptional leader, Mr. Ross has a terrific sense of humor, skillful in communicating with others, and is easy to work with.

Mr. Ross has great organizational leadership qualities. He is a committed director who reliably performed his responsibilities and guided his team to the best of his ability. I am confident that Mr. Ross will devote himself to a position with your organization with a high degree of diligence; furthermore, he will be an excellent asset to your management team.

If you have any questions or would like to discuss this further, please do not hesitate to contact me at fanghungchou@gmail.com. I would be happy to provide additional information or answer any questions you may have.

Thank you for your time and consideration.

Sincerely,



Cindy FH Chou