

July 22, 2020

To whom it may concern,

I have been a colleague, co-worker and friend of Justin Ogburn for ten years. During that time I have been impressed with his tireless work ethic and vision as a board member, volunteer and executive at both Kroger and Marc Community Resources.

In my role as Chief Information Officer and then Chief Development Officer at Marc Community Resources (now Copa Health), I found Justin to be passionate and innovative in finding the best solutions for existing problem areas and creative paths forward for all aspects of operations.

Justin's ability to connect with everyone at all levels of an organization is impressive. He clearly takes the time to understand all aspects that affect an organizations ability to succeed. His leadership is hands-on coupled with the ability of having a global view with his vision and business acumen.

I believe Justin will be an asset to any organization and I highly recommend him.

Should you have any questions please feel free to contact me.

Sincerely,

A handwritten signature in black ink that reads "Norm T. Duve". The signature is written in a cursive, flowing style.

Norm Duve, Chief Development Officer Copa Health
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