

Michael R. Van Hoose

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To Whom It May Concern,

It is my pleasure to provide this character reference for Cody Rodgers. I retired last June following a 38-year career in the pulp and paper industry, including my final eight years as Power and Controls Manager at North Pacific Paper Company (NORPAC). During my tenure, I had the privilege of supervising Cody as he progressed from a Power and Controls Technician to his current role as Power and Controls Process Manager.

Cody is a rare professional who successfully bridges complex technical knowledge, project execution, and high-level organizational leadership. In my experience, very few individuals possess both his technical depth and his disciplined approach to management.

Cody's exceptional character and work ethic have been demonstrated through his ability to manage his significant personal and professional responsibilities with precision and consistency. Cody successfully completed a BS degree in Organizational Leadership and Technical Management while working full time in a demanding production environment and taking care of his family. Cody's positive attitude speaks volumes about his grit and determination.

Cody Rodgers is a self-starter who performs exceptionally well when the stakes are highest. He has my full and unreserved recommendation. His combination of deep field experience in the pulp and paper industry and his proven ability to lead through complex professional and personal challenges would make him a tremendous asset to any organization.

Please feel free to contact me if you would like to discuss Cody's qualifications further.

Sincerely,

Michael R. Van Hoose

Power and Controls Manager, NORPAC (Retired)