



NORTH PACIFIC PAPER CORPORATION
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To Whom It May Concern:

I am pleased to be able to write a letter of recommendation for Cody Rodgers. Cody has worked the past 6 months supporting the paper machines in various tasks around the paper machines.

His Enthusiastic, Take-Charge Manner

Cody approaches every task—no matter how time consuming or unpleasant—as a personal opportunity for him to achieve something and be proud of the results. For example, the mill has taken a new concept of housekeeping called “5 S” standards in which Cody has been a key player of building the foundation of this new process. His efforts have been noticed and praised by all levels of the organization. As his responsible leader it was pleasurable not having to micro manage, he developed his personal daily schedule that ensured all tasks were completed plus his excellence in detail raised the bar on sustainably.

Cody is enthusiastic and positive, no matter the task. Too often, short-term employees just seem to be putting in their time. Cody’s manner showed he’s not just putting in time; he’s part of the team and organization.

His Excellent People Skills and Work Ethic’s

Norpac being a strong people mill we have a wide variety of personalities from crew to crew and departments. Cody worked with a different crew each week and on occasion’s departments in which he gained a high level of respect from them all.

His ethic’s of respect in treating people; from management to the new hire was shown on a daily basis.

Cody’s excellence of workmanship shown to the point I began getting calls from other departments requesting him for support. Cody would immediately take hold of the tasks and completing beyond the department’s expectations and respect.

Cody will truly be missed at Norpac as he moves forward, it’s a pleasure from us all being a part of his career path.

Pamela Hutchings
Team Leader Domestic Product Line

A handwritten signature in blue ink that reads 'Pamela Hutchings'.