



July 19th, 2022

Dear Recipient:

I worked with Terry Johnson in the first two years of starting my business, Gray Optics. Terry provided coaching and guidance on strategy development and team facilitation for the development of company core values. The work Terry did for us was highly professional, well organized, and effective. Not only did the input provide actionable guidance during the time of the interaction, but the results have been valuable in the years since. Terry brings a broad range of business skills and experiences, and I would highly recommend him for similar business engagements.

Sincerely,

Dan Gray

A handwritten signature in brown ink that reads "Daniel Gray". The signature is fluid and cursive, with the first name "Daniel" and last name "Gray" clearly distinguishable.

Found and President – Gray Optics