April 17, 2023

RE: Professional Reference for Gary Hazard

To Whom It May Concern:

I am the Mechanical Engineering Technical Lead at The Baker Company where Gary served as the Engineering Manager and Engineering Technical Manager. I have known Gary since he first hired me in 2017 for the role of Mechanical Engineer directly following completion of my Bachelor's degree at The University of Maine. It gives me great pleasure to write this letter of recommendation for Gary Hazard.

Gary is a consummate professional. He is very knowledgable, extremely competent, and conducts himself with the utmost of integrity. Throughout his tenure, Gary played a vital role in continuing success of The Baker Company, including but not limited to, the implementation of Lean Manufacturing, establishing a culture for continuous improvement, and solving critical problems.

Gary's ability to solve critical problems is particularly exceptional. On a number of occasions Gary was called upon to solve complex problems that ranged from facility performance to consumer safety. No matter the complexity, the root cause and solution were always presented to the Stakeholders in a simple manner, with recorded data supporting the complete problem analysis. A few problems in particular may have taken years of unorganzied research if it wasn't for Gary's profound expertise on the data collection and analysis methodology Design of Experiments.

Throughout the course of our working relationship, Gary was tirelessly committed to his job and development of his team. Routinely Gary was the first in the office and last to leave, putting in as much time as necessary to finish the days tasks. Approximately 5 years into my career, Gary enthusiastically spent numerous hours teaching a few others and I the basics of Design of Experiments, complete with his own curated lesson plans and real examples. As a new Engineer now in a role of leadership, Gary has played an instrumental role in my own personal development and I'm sure to many others as well. I truly could not have had a better role model to set the foundation in my young engineering career.

It is because of the aforementioned examples and reasons that I give Gary Hazard my full endorsement and highest recommendation of his expertise within the field of Engineering.

Sincerely,

Brendon Dyer
Mechanical Engineer - Technical Lead
The Baker Company