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To Whom it May Concern:

Please accept the following letter of recommendation for Mr. Tony Pashigian.

Mr. Pashigian has worked for Grakon for the past 3 years in a variety of positions, most recently as Vice President, Engineering and Program Management. Mr. Pashigian directly reported to Mr. Paborsky in this capacity.

Tony was a loyal employee that will do whatever it takes to motivate his team. He understands project management, and how to get tasks accomplished quickly and effectively. Tony was always driving his team forward to meet deadlines.

Mr. Pashigian's background and discipline in Program Management at Johnson Controls and Autosystems enables him to seamlessly work with engineering and manufacturing teams, as he is passionate about his ability to see a problem or project through to the end.

Mr. Pashigian is a data driven individual that focused on the critical issues. He has shown a high level of integrity, was open and honest, and was a direct communicator regarding key issues.

Dave Paborsky
President and CEO
Grakon, LLC

Joe Ponteri
Chairman of the Board
Grakon, LLC