

To whom it may concern,

Fred Webberking worked as a CI Specialist for me for about 1 year. During that time he performed exceptionally.

When I hired Fred, I brought him in to implement Lean methodologies to an area of our operations group that had very little exposure to Continuous Improvement. He immediately began to integrate himself into the workforce to gain their trust while he gauged opportunities for the area. He then partnered with them to begin to build the foundational elements of standardized work. This was a huge task that Fred met head on. He encountered many obstacles but was able to overcome them all. When he ran into issues that required help, Fred always made the request. It was a huge task, especially for someone new, and he executed well.

He not only implemented some foundational elements of Lean, Fred also took on a very complex project that involved advanced statistical analysis, vendor partnership, and political savvy. Once again, Fred did an outstanding job.

When Fred decided to leave Wells to return home, I immediately tried to talk him into staying. I saw (and still see) great potential in him. He would be a great asset to any organization looking to advance their Continuous Improvement capabilities.

Thank you

Douglas J. Ford

A handwritten signature in black ink, appearing to read 'Douglas J. Ford', written over a light blue horizontal line.

CI Leader

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