



1 Blue Bunny Dr · P.O. Box 1310 · Le Mars, IA 51031 · 712-546-4000

To Whom it may concern:

I worked with Fred Webberking on several projects throughout his tenure at Wells Enterprises, Inc. At each and every step, it was my pleasure to do so. Fred demonstrated professionalism, insight, work ethic and leadership in each project. While I cannot go into business specific detail, I can say that Fred is always willing to learn new processes as well as train and teach employees on new procedures and/or methods. This was often done in an environment where many of the employees have many years of experience and often times "know how it needs to be done". Fred does not let that stop him. He understands that there are mindsets out there and he has been able to overcome them by showing those difficult employees why the changes are needed and oftentimes how it will make their work easier. Fred's work product is second to none. He is detail oriented and does a thorough job of investigating issues before concluding. He also is able to pull information from the subject matter experts in such a way that it is useful to the rest of the organization.

As a department manger, Fred's efforts greatly helped me in my efforts to improve performance. Each task he undertook was completed with excellence. If there were setbacks, as oftentimes there are when one is trying to make improvements, Fred did not let those setbacks stop him. He would ask for guidance and coaching when needed and continue to drive the project in a manner that brought success.

One of the measurements of how one performed within an organization is whether or not a person would be welcome to return after they have departed. In Fred Webberkings' case, it remains to this day an unequivocal yes.

Sincerely,

Tom Schuch

Processing Manager

Wells Enterprises, Inc.

1191 18th Street SW

Le Mars, IA 51031

Phone: 712-546-4000 ext 2656

taschuch@blubunny.com

