

Thursday August 15th 2019

To whom it may concern,

I have had the pleasure of knowing and working with Fred Webberking since January 1999 while he was employed at Alfmeier Corporation as Maintenance Manager. I have also contracted Fred's services as a TPM specialist with The Adopt Lean Group.

While at Alfmeier Corporation Fred reported directly to me as Vice President of North American Operations. While working for The Adopt Lean Group Fred reported directly to me as President.

I can attest to Fred's knowledge and understanding of lean principles and the practical application of these principles. Fred took the lead in developing Alfmeier's Total Productive Maintenance initiative which resulted in increased equipment uptime and reduced product defects. Furthermore, through company sponsored training courses and through his own self-actualized education Fred became a champion for cultural change.

Fred is very passionate about continuous improvement and as a result of his experience has become a change agent and champion for cultural transformation.



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