March 29, 2016

To whom it may concern:

James Burris worked as a Security Supervisor at Total Resources, Inc. during the years of 2012-2015. During that time I was the Director of Manufacturing at the firm, and I want to take the opportunity to provide an excellent reference for James and the support he provided to our organization.

In 2013, when an unexpected opening occurred in leadership of one of our Security teams, we promoted James into the role based on his commitment, drive, and ability to successfully lead teams of individuals. He was highly successful in the role and instrumental in improvements made in the staff and facilities during that time. James also provided critical support in bringing a new warehouse facility to full operational readiness; his efforts and team leadership allowed the integration to exceed project and company expectations.

Although James worked two organizational levels below my role, his excellence and commitment was highly regarded by me and others at the corporate leadership level. He cares about the job, the company, and the work performed by himself and others. Based on my experience working with James for nearly two years, I have no hesitation providing a highly positive reference for his ability and attitude at your organization.

If you would like to discuss this letter or my sponsorship in more detail, please feel free to contact me at (244) 622-2332 or by email at fred.durand@gmail.com.

Sincerely,

Fred V. Durand

Vice President, Manufacturing

Widgets, Inc.