

January 7, 2019

Gentlemen,

It is my honor to write this letter of recommendation for Sunik Patel, as he seeks employment within your organization. I am the founder and CEO of Testek, L.L.C. Testek specializes in the design and manufacturing of custom aircraft test equipment for the Aerospace and Industrial markets. The test equipment my company designs and manufactures has been used for the development of new aircraft platforms and the sustainment of existing aircraft platforms at either the airline, **MRO**, or OEM level.

I personally hired Sunik about 21 years ago as a Design Engineer. Since then, Sunik has progressed through several positions within my organization including Project Engineer, Sales Manager (Asia Pacific), VP of Sales, and VP of Operations (8 years). For the past 4 years, Sunik has been Chief Operations Officer at Testek, L.L.C. As COO, Sunik has managed the day-to-day of my entire operation from sales, engineering, manufacturing to after-service and support.

I have worked closely with him over the past 21 years. Sunik has consistently shown excellent communication skills, sound judgement, situational awareness, and keen business acumen. On a personal level, he has the highest level of integrity and dedication. Both qualities have served him well in his role as COO. Sunik has also shown himself to be a great leader to his team. He is charismatic, well-spoken, and has the ability to build strong teams through his relationships, actions, loyalty and commitment to his job.

First, Sunik has brought great value to Testek by consistently helping to establish/improve processes, build a culture of trust, and develop a team poised for future growth by selecting/hiring personnel for key positions within the organization as we transitioned from a founder-based flat organization to a more scalable organization. Sunik has had a key hand in helping build this business from an \$8 million company in 1998 to the \$50 million plus company it is today. Sunik's key operational and program management knowledge balanced with his knowledge gained as a project engineer earlier in his career have been instrumental in the operational efficiencies gained at Testek.

Second, Sunik has a key understanding of the business and our market trends. He has keen instincts for identifying and pursuing opportunities that offer the most long-term benefit to the organization and has excellent problem solving skills. During his time at Testek and tenor as Sales Manager (Asia Pacific), he helped establish a number of new business accounts and inroads in the emerging Chinese Market which was previously generating less than an average of \$50,000 per year for the 10 years prior to 2003 to consistently delivering 5 million per year in the last 10 years.

Finally, Sunik has proven himself to be a strong cultural fit here at Testek. He's always ready to lend a helping hand to his teammates and contributed during brainstorming sessions and meetings between the sales/marketing, engineering and manufacturing teams. Assessing risk and value tradeoffs for decisions is a key strength for Sunik, particularly as it relates to organizational effectiveness. Sunik has an entrepreneurial and collaborative approach; and, therefore, has always felt the confidence to speak openly to me or his team. He commands a respect and loyalty from his team that is truly inspirational.

In closing, I'd like to restate my strong support for Sunik's application to your organization. I am confident that he will surpass your expectations in this new role. Sunik is driven, self-confident, proactively helpful, and smart; and I know he will continue to find success in whatever he chooses to pursue. Please feel free to contact me at (734)233-0963 or ttk08hp@gmail.com with any questions you may have.

Sincerely,

:Jip

Harish R. Patel
CEO