***Recommendations for Jeffrey A. Kanz***

I have had the privilege of working with Jeff over the span of 10+ years in the capacity of both a Team Leader and currently as a PVD Technician. Over that time he has always displayed a fantastic work ethic, a calm and level headed disposition when challenged with problems and great communication skills. I would highly recommend him for any position and know that he would be an incredible asset to anyone's business.

David Schry - Team Leader

Kohler Company

 (920)615-1397

I have worked with Jeff in multiple roles for over a decade. Jeff has a thorough understanding of maintaining and operating PVD systems. In addition is he has working with multiple coating and finishing technologies. He has experience managing union workforce for several years. He brings strong work ethics, excellent communication skills and a positive attitude to the team. I strongly believe Jeff will be an asset to any organization in a variety of roles. From my prospective, I have benefited a lot from working with Jeff on both the professional and personal levels. I wish him tremendous success on his future endeavors.

Vindyha Tiwari – Global Manager, Product Data

Kohler Company

Vindhya.Tiwari@kohler.com

I’ve been fortunate to work on many different projects with Jeff. He can be counted on as a team leader, technical expert, or a key decision maker. His continuous improvement mentality has brought sustainable positive impact to many processes throughout our company. Jeff is also very positive & helpful. He’s confident in his abilities and will also welcome input from those around him to achieve the best possible outcome. Jeff has been a true asset to our team, and I give him the highest recommendation possible.

Peter Kessel – Manager – Engineering, Capital & Strategic Investments

Kohler Company

Peter.Kessel@kohler.com

I worked with Jeff for over 8 years now here at Kohler Company, he is a great asset to our coatings and finishing team and our global faucet organization. Jeff is extremely dedicated to his job, his attention to details and hands-on approach add significant value to troubleshooting and resolving technical problems very quickly. In addition, he has outstanding people and interpersonal skills that enables him to collaborate with different teams and individuals on different projects and initiatives. As an example he helped me tremendously to learn about our processes and equipment and for that I extremely grateful, am also confident he has the same impact on many others within the organization. Jeff has been taking more and more responsibilities with time and demonstrated capability and capacity to do even more which makes me believe he will be successful in different positions and roles in any organization.

Mohammad Al-Omari, PhD - Manager, Process Development and Finishes

Kohler Company

Mohammad.Omari@kohler.com – (920)889-3364

I have had the pleasure of working with Jeff Kanz for about two and a half years now. He is very intelligent and knowledgeable in what he does, and if not strives to learn and develop to be the best employee he can. Jeff is always accommodating to engineering tasks and continuous improvement efforts. He is dedicated to driving success in production and in his professional development as well. Takes initiative to fix any issues that may arise daily. He is truly an expert in what he does.

Abbas Amer – Process Engineer

Kohler Company

Abbas.Amer@kohler.com – (414)534-0752

Jeff and I worked together on a large project in which millions of dollars of capital had been invested. Obviously, this project was critical in both the success and advancement of our department. My experience working with Jeff was never short of excellent. I can also attest to the fact that Jeff, as a person, is truly exceptional. He is dedicated to his work and his family. He cares deeply for the success of anything on which he works, whether it be for work or outside of work. He always strives for the most effective, efficient and above all else safe processes that are also easily reproducible. It was a great pleasure to work alongside Jeff because he inspired within me the same diligence towards safety that is so paramount for engineers young and old. I will never forget the many lessons and experiences I learned at Jeff's side.

Matthew Brady – Engineering Intern

Worldwide Technology

(314)299-7487

**Letter of Recommendation**

for

**Jeffrey A. Kanz**

September 25, 2019

Michael D. Miller

Principle Engineer, Global Faucets

Kohler Company

444 Highland Drive

Kohler, WI 53083 USA

Attention:

It’s my pleasure to offer my unreserved recommendation for Jeff Kanz.

Jeff has been an associate of mine at The Kohler Company for approximately 16 years. Jeff has been in the faucets finishing departments the majority of this time. He’s held multiple positions including operations management and PVD (Physical Vapor Deposition) technician.

Jeff brings a diverse blend of skill sets to the operation. Jeff’s management skills have been demonstrated with an ability to gain the respect of the people working for him, those that he reports to, and the other departments that he must interface with. He has always been placed in technical departments and therefore has brought an innate ability to understand the chemistry and physics required to maintain a disciplined operation. Jeff has consistently demonstrated an ability to rise to any challenge put to him.

As a PVD Technician, Jeff has maintained a highly technical role to ensure stability, uniformity and reliability in the department. Jeff performed in, and oversaw not only the PVD processing, but also the preventive maintenance and materials MRO purchasing .

Aside from his technical capabilities, Jeff is a generally likeable guy and good to work with.

To conclude, I would like to reiterate my strong recommendation for Jeff.

If you have any further questions regarding Jeff’s ability or this recommendation, please do not hesitate to contact me at +1-920-698-2472.

Sincerely,

Mike Miller