



Dear Sirs:

Ron Sturgeon is one of the most effective builders and drivers of high performance teams I have ever met!

I had the pleasure of working closely with Ron for 3 years as we co-led the leveraged buyout of a division of Ford Motor Company. Throughout the process, Ron demonstrated a depth of knowledge and tenacity across a wide spectrum of needs. His contributions to recruiting, developing and "incentivizing" a diverse team of people across many skill sets is worthy of particular note. Ron's skills drove our success in many areas including: training & leading operating teams, negotiating financing, assessing and leveraging industry opportunities across the auto recycling, insurance, and auction industries. Ron has a powerful way of boiling down all the "corporate double-talk" to simple and clear insight and direction. It has been my pleasure to work closely with Ron. I count him as a close friend, advisor and coach; and recommend him to others who are in pursuit of a strong direct speaking leader whose advice comes from years of great hands on experience that has application across many industries.

A handwritten signature in blue ink, appearing to read "R. Dixon Thayer". The signature is fluid and cursive, with a large initial "R" and "D".

R. Dixon Thayer
President & CEO
GreenLeaf Auto Recycling

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