



June 23, 2017

Re: Recommendation letter for Jeevan Pokharel, CFO

To Whom It May Concern:

Jeevan worked for Cruz Companies from April 2011 to December 2016. He greatly contributed to helping grow the company's revenue during this time. His contributions included corporate restructuring, improving work flow, recruiting and training, due diligence and ROI analysis for M&A, and many strategic/operational initiatives. His efforts were instrumental in helping us become the largest privately held construction contractor in Alaska with \$220 million in 2016 revenue.

He is a passionate CFO, who excels at identifying new opportunities, deep-dive financial analysis and developing the strategic roadmaps necessary to achieve executive-level buy-in and capitalize on opportunities. He is a competent negotiator, with the maturity to know both sides should leave the table feeling like winners. Jeevan's passion, multitasking ability and tireless work ethic are a big part of what distinguishes him from his peers. You can bank on his character, integrity and ability to perform in the clutch.

Jeevan has consistently provided the detailed financial and accounting reports/financial forecasts necessary to facilitate sound, executive-level decisions. I know he will make an ideal CFO for your organization because he is a proactive visionary who delivers results. I highly recommend him as a CFO, especially within the Construction, Building Materials, Heavy-Haul Trucking, Oilfield Services, Marine Transportation and Government Contracting industries.

If necessary, this letter may be verified as genuine by emailing/calling me or my executive assistant during normal business hours.

Yours truly,

Dave Cruz
President
Cruz Construction, Inc.