



July 2009

**Subject: David Sperry Recommendation**

To Whom It May Concern:

I have come to know David Sperry, as a fellow Toastmaster, as his financial services client and, as his employer.

As a Toastmaster, I saw the energy, professionalism, diversity, and confidence he brought to our club through his speeches. David improved the quality, organization, and membership attendance of our meetings through his leadership as the Educational Vice President and then President of the Energy Capital Toastmasters Club.

As his financial services client, it was easy to see David's commitment to understanding our financial goals, and to ensuring that my wife and I had the information we needed to make an informed decision about our financial investment.

As General Manager for CoorsTek, Oak Ridge, I was pleased that David was interested in joining our team. David was willing to trade in his suit and tie, for coveralls, to perform a very physical production operation, 9 hours a day, 7 days a week, for over a year. He advanced quickly from Production Operator II to III, then learned the knowledge and skills necessary to be promoted to CNC Programmer.

Despite setbacks on an initial Greenbelt project and his path to becoming a Blackbelt, David continued to be professional and dependable in his work, and to contribute to continuous improvement in his job, as well as, in his Department, as Lean Champion.

On short notice, David quickly learned and began performing the work of a part finisher, when a "detail-oriented person" was needed by another Department.

Had we not had to layoff so many employees with much more seniority, David would still have an opportunity to work with CoorsTek, Oak Ridge.

I recommend David Sperry to any organization looking for a versatile, professional, dependable team member, with good communications skills, who will be dedicated to continuous improvement and utilization of "best practices" in the organization.

Sincerely,

Troy Howe  
General Manager  
CoorsTek, Inc.