



To Whom it May Concern:

It's my pleasure to recommend Grant Ebeling. Grant and I worked together at Open Systems Technologies (OST, Inc.), where I was his manager and direct supervisor from 2015-2018.

I thoroughly enjoyed my time working with Grant and came to know him as a truly valuable asset to our team. He is honest, dependable, and incredibly hard-working. Beyond that, he is an impressive problem solver who is always willing to address complex issues with confidence. Grant is inspired by challenges, and never intimidated by them – a good problem-solver, and a good guy, too.

Grant has always been an absolute joy to work with. He is a true team player, a unique and engaging coworker, and a man of many talents. Without a doubt, I confidently recommend Grant. I know that he will be a beneficial addition to any organization he's a part of.

Please feel free to contact me at 616-581-4778 should you like to discuss Grant's qualifications and experience further. I'd be happy to expand on my recommendation.

Best wishes,

A handwritten signature in blue ink, appearing to read 'AJ Powell', with a long horizontal flourish extending to the right.

Andrew J. Powell
Practice Manager
OST, Inc.