



Robert Perkins
Lightedge Solutions, Inc.
9050 NE Underground Dr. Pillar 312
Kansas City, MO. 64161
1/8/2018

Rick Ball
Ball Team, LLC.
10550 New York Ave Suite 100
Urbandale, IA. 50322

Dear Rick Ball:

I am writing to recommend Russ Smith to be recognized for his leadership as well as his knowledge of the construction industry. Russ provides a personal approach when dealing with his clients during the construction process. I have had the opportunity to work closely with Russ on various construction projects over the past several years which included simple remodeling jobs to major facility construction. Each project was a success due to Russ's leadership ability to keep his team focused to meet our aggressive schedules while keeping us on-budget.

In 2016/17, Lightedge built a 58,000-sq. ft. facility in Altoona in which Russ led the team responsibility for building construction. There were several challenges that arose during the construction of the facility. Russ was able to provide the appropriate amount of direction to his team to overcome these obstacles while providing adequate feedback to Lightedge. Throughout the project, Russ demonstrated his willingness and ability to quickly adapt to our changing timeframes and priorities.

During the final phase of the construction project, Russ demonstrated his willingness and ability to pull in additional resources to meet our landscaping needs and desires. Russ took the initiative to ensure his team would meet our deadline even though we changed the scope of work. It is Russ's attitude and ability that makes our construction projects a success and more enjoyable. It has been a pleasure working with Russ over the past four years and I look forward to many more opportunities to work with Russ and the Ball team on future construction endeavors.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert Perkins", written in a cursive style.

Robert Perkins
Facilities Director

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