



John A. Schoch, Jr.
President & Chief Executive Officer

June 5, 2014

To Whom it May Concern:

It is with pleasure that I offer my recommendation for employment for Tim Anderson.

I have known Tim for almost eight years in a variety of roles. I initially was introduced to Tim as a member of Naperville Country Club, Naperville, Illinois where at the time of my joining Tim was the Golf Course Superintendent. The relationship at NCC expanded as I became a member of the Green Committee for three years and then Green Chairman for two years where we worked together very closely. Later as Tim was promoted to General Manager of Naperville Country Club and I served on the Board of Directors and then Board Vice President; Tim and I worked even more closely on a variety of projects and Board matters.

In Tim's various roles at NCC I can attest to his high level of management skills, his well-recognized technical and agronomic skills as a course superintendent, as a well-respected leader and manager of the highest integrity with his staff and personnel, and as a tireless worker for the membership with no task either too large or too difficult to address effectively.

I further know Tim on a professional and business level as a supplier of products related to golf course construction and maintenance in my role as President & CEO of Profile Products LLC. Within the industry Tim has been recognized as a leader and innovator in his craft as a course superintendent and has been helpful over the years in providing our company with his experience and counsel.

I would very highly recommend Tim for employment with your firm. Please feel free to contact me either at the address below or on my cell phone at (630) 267-5935.

Sincerely,

J.A. Schoch, Jr.