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2/11/15

Subject: Letter of Recommendation for Ken Saddler at B2B CFO

From: Duncan Lee
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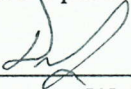
To whom it may concern,

Ken was hired in 2009 by Engineered Products Co. (EPCO) to help improve our overall accounting processes, take over the financial portion of our business planning and projections and to mentor our Accounting Manager helping her to grow to a higher level. EPCO is a family owned electrical manufacturing business servicing the electrical construction market that also includes a division that manufactures cables for the data center market. We had just completed a major ERP Software conversion and our staff was experiencing difficulty in making this change and understanding the new platform. Our sales at this time were approximately \$19 million. Ken quickly became an instrumental part of our executive decision making team that consisted of Jack Shuster (our President) and myself.

Over the next six years Ken played a key role in:

- Business strategy development and focus
- Bank negotiations and relationships
- Family business issues and estate planning
- Detailed divisional P & L reporting
- Acquiring our largest competitor with our PDU Cables division
- Doubling our sales and profitability
- Improving inventory turns
- Improving A/R aging and bad debt
- Debt reduction
- Improving negative labor and material variances
- Improving balance sheet and cash flow
- Hiring of a full time CFO

I would highly recommend Ken to anyone that is looking for a part time CFO that wants to take his or her business to a higher level and achieve better financial performance. He was also a pleasure to work with.



Duncan W. Lee