



November 26, 2012

To Whom It Concerns:

This letter is provided to support reference for Mr. Dave Bauer and his firm, Sustainable Earth Solutions.

My association with Dave has been for about 1 ½ years through Greatbatch Medical's, Alden, N.Y. plant (GMA) and the development of a Sustainability program. I am the current "leader" of this effort for GMA and we have incorporated Dave's services to facilitate, guide, train and participate in our program.

Dave's advice and guidance has been invaluable from the start. He is well versed in various aspects of the emerging field of Sustainability while also an experienced educator and practitioner of environmental practices, programs and processes. All this, is coupled with his experience and training ability for Leadership and Creative Problem Solving. The leadership evaluations, and training sessions Dave conducted with our Sustainability Committee to date have been beneficial and rewarding for all. I feel comfortable speaking on behalf of the other members and I am sure they would endorse Dave's work.

We plan to continue to utilize Dave's services as our path to a Sustainable future evolves. He has developed a rapport with many of GMA associates as well as Committee members he works with closely. He has been very professional in his approach and working relationship. The personal commitment to the world environment and our sustainable future is visible and noteworthy. Given the opportunity, I am sure you would find Dave and his firm easy to work with and provide you with the expertise to have you, your business, company or organization well on your way to a Sustainable future.

Please feel free to contact me if additional information can be provided. I can be reached by phone directly at (716) 759-5303, or email ccashmore@greatbatchmedical.com .

Regards,

A handwritten signature in black ink, appearing to read "Curt Cashmore", written over a light blue horizontal line.

Curt Cashmore
Manager Facilities
Greatbatch Medical