

May 6, 2024

To whom it may concern,

I had the pleasure of having Doug on my team from late 1999 through 2002 at First Nation Bank. Doug was instrumental from his very first day, joining us during the critical period of Y2K remediations and making immediate significant contributions. His adeptness in both technical troubleshooting and system design was consistently outstanding.

Doug naturally balanced being a collaborative team member with being a leader, often serving as a go-to person for his colleagues, regardless of his official position. He was deeply aware of the workplace culture and actively engaged in mentoring his peers, positively shaping our team's dynamics.

Following his tenure with us, Doug went on to establish his own company, where he continued to exhibit the same high standards of excellence. Working with him subsequently, I saw firsthand how he applied the same principles of investment and culture-building within his business, fostering both success and excellence.

I wholeheartedly endorse Doug for any leadership role, confident that he will bring that unique "secret sauce" to your organization.

Best regards,

**Ken Stokes**

Vice President for Information Technology



(770) 484-1204 x5511

[LutherRice.edu](http://LutherRice.edu) | [Facebook](#) | [Twitter](#)



[Office of IT Virtual Meeting](#)