

Andy McGuire

Badger Daylighting, National Training Director

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To whom it may concern:

As the Mosaic Company's Operations Training Director, I had the privilege of working with Bart Kliebert for three and a half years. During this time, I was incredibly impressed with many of Bart's talents and abilities, and it is without hesitation that I can provide this letter of recommendation.

With over 30 years of Learning and Development experience I can unequivocally say Bart is one of the fastest learners with whom I have worked. Bart has a remarkable ability to not only learn new concepts, tools and approaches but to immediately apply what he has learned. What makes him even more impressive is that he would improve on what he learned, and provide products and services that would go above what was expected.

Bart's work products are as professional looking as (if not more professional looking than) many high-priced vendors I've used throughout the years. He builds strong and trusting relationships with people of all levels and types from General Managers, engineers, to frontline employees. He is open to feedback and coaching and is highly focused on improving his own skills and abilities.

Please feel free to contact me with specific questions you might have about Bart and his abilities.

Sincerely,

Andy McGuire