

Dec 8, 2019

To Whom It May Concern:

I have had the pleasure of working with Bart Kliebert during our time together at Mosaic Fertilizer, LLC. During our tenure, my team and I benefited from his talents in graphic and instructional design. He was instrumental in the development of documentation critical for knowledge transfer within my department as well the departments of my peers. In an industry facing rapid retirement, there is a significant gap in acquired skills and knowledge that can only be overcome through comprehensive training manuals and detailed operating procedures. Bart made this a reality.

Bart takes a collaborative approach when developing training materials for an organization. He will first sit down with the client to review his/her needs as well as the expected deliverables. Once this is understood, Bart will next align himself with identified subject matter experts in order to educate himself on the processes he will be representing in his work. He then sets to work transforming the 'tribal knowledge' into documented procedures, graphical tutorials, and computer-based training modules. These tools are critical in the initial and continuing education of employees.

When it comes to multimedia design, Bart is an expert. He started a fledgling local digital communication screen initiative, and ultimately transformed it into an enterprise-wide standard. His format has been recognized by key leadership in the corporation as 'transformative'. His skill has been instrumental in the presentation of key messages. For an organization focused on safety, statistics are important. It is more critical to present those statistics in a meaningful, memorable way. Employees remember what has been communicated. This has been validated through yearly employee satisfaction surveys.

A company focused on educating its workforce can only benefit from having Bart as a member of its team. Bart is customer-oriented and passionate in his work. He has all the makings of an excellent associate in an organization.

Sincerely,

A handwritten signature in black ink, appearing to read "David Zerangue". The signature is fluid and cursive, with a large loop at the end.

David Zerangue

Sales & Operations Planning Manager - Americas at Rubicon LLC