From STI Colleagues

<table>
<thead>
<tr>
<th>About</th>
<th>From</th>
<th>Why</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michael H</td>
<td>Gonzalo</td>
<td>Michael works long into the night to field last-minute requests, and responds to operational issues when no on call. These are all too common occurrences for him. His work ethic is hard to match. Thanks Michael for all your help.</td>
</tr>
<tr>
<td>Shivam</td>
<td>Justin</td>
<td>Shivam continues doing excellent work on eSIMS with tight deadlines and long hours to get the job done. He’s super thorough, consistent, never misses a beat, and makes my job smooth as can be. He’s a great team player and very committed.</td>
</tr>
<tr>
<td>Kevin</td>
<td>Michael H</td>
<td>Kevin has been working through interesting and challenging file formats that have to be understood and handled properly for Insight\DMS\AirNow-I. Thanks Kevin for working through all the weird terminology, acronyms, design decisions, and business rules so there’s actually data in the system to show off and analyze. It’s a critical piece of the puzzle.</td>
</tr>
</tbody>
</table>

Emails from employees (internal)

From: Gonzalo Parajon  
Sent: Friday, September 15, 2017 9:10 AM  
To: STI Staff  
Subject: Koala going to Michael Haderman

Working long into the night to field last-minute requests. Responding to operational issues when not on call. If you’ve had a chance to work with Michael Haderman, you know these all too common occurrences for him.

Thanks Michael for all your help. Your work ethic is hard to match. Starbucks on the house!

-Gonzalo

From: Justin Dumas  
Sent: Friday, September 15, 2017 2:20 PM  
To: Shivam Dave; STI Staff  
Cc: Recognition Committee  
Subject: Kudos to Shivam
Hi All,

I wanted to share with everyone Shivam’s continued excellence with eSIMS. With a tight deadline this week, Shivam has been working really hard and putting in long hours (many 10-12+ hr days) to get the job done. He is super thorough, very consistent, never misses a beat, and makes my job smooth as can be. He is a great team player and very committed to eSIMS and the team.

Thanks for all your hard work, Shivam! Juice Shack gift card coming your way.

-Justin

---

From: Michael Haderman
Sent: Wednesday, September 20, 2017 3:24 PM
To: STI Staff
Subject: The Koala Moves on...

Hi Everyone,

As you know there is a pretty large team behind the Insight\DMS\AirNow-i software these days. We have people out marketing it, managers managing it, developers developing it, field site people sending data to it, qa people qa’ing it, users (internal and external) using it, and IT…it’ing it…?

But each new install seems to come with a new and interesting file format that has to be understood and handled properly which can be quite challenging.

Recently, Kevin has taken on this role. So I’d like to thank him for working through all the weird terminology, acronyms, questionable wise design decisions, and business rules so that there is actually data in the system to show off and analyze. It’s great that we can hand such a critical piece of the puzzle to Kevin and know it’s good hands.

Thanks Kevin!

Michael Haderman