



April 4, 2011

Dear Sir or Ma'am:

I am writing this letter to provide my ***strongest possible professional and personal recommendation*** for Bruce Hanson for a senior I.T. Manager position in your organization. I have known Bruce for over six years at Minnesota Wire – where I have two positions: as Communications/Marketing and R&D Director, and as Executive Director of the Defense Alliance. Bruce has been indispensable for the many, varied and complex I.T. needs that I have had in those roles.

Bruce was the key person responsible for building the I.T. infrastructure and management of our company's enormous computer hardware, software and network needs during the most significant changes in the organization's history. During that time, the company became much more than a contract manufacturing firm, adding a defense division, a high technology R&D division, creating a government consulting arm (Defense Alliance), and modernizing its manufacturing, quality systems, and customer resource management processes.

The I.T. needs for those strategic changes over six years were unrelenting and fast-paced, with almost continuous demands placed on modernization of key systems, while maintaining old ones – and that included two locations in two different states. Bruce did this with less than half the staff that is normally required, and with a patience and unflappability that I have seldom witnessed in anyone, including during my 21 years as an operational naval officer. His grace under pressure and sense of humor while working with constrained resources and less than half of the staff required were a pleasure to watch, and the company will face real challenges now that he is gone. Bruce Hanson's experience in the I.T. world is unquestioned, and his ability to adapt to new systems and environments is proven.

Most importantly, however, Bruce's quiet, unassuming and highly effective leadership for the I.T. department at this company is what provided the confidence that his team needed to keep this company online; and if that is possible here, it is possible anywhere. Please don't hesitate to contact me if you have questions about Bruce Hanson's exemplary work ethic, knowledge and character (612.384.4270 / claingen@mnwire.com) I would welcome the opportunity to do so!

Sincerely,

C. W. Laingen

Commander Chip Laingen, U.S. Navy (Ret.)
Executive Director