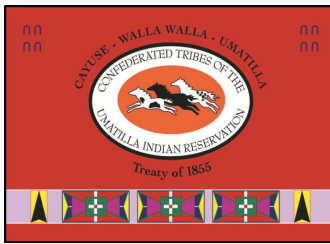


Confederated Tribes of the
Umatilla Indian Reservation
Department of Natural Resources
Energy & Environmental Sciences Program



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July 18, 2017

To whom it may concern;

Please accept this letter of recommendation for Rodney Skeen, Ph.D., PE. Time was taken to prepare this letter because Dr. Skeen is an ideal employee that any employer would be lucky to have on staff. His experience, professionalism, leadership qualities, technical competence and work ethic are unparalleled in my opinion. Furthermore, he possesses admirable personal values such as loyalty, respect and kindness that make him a trustworthy individual. These are only a few of the many reasons why Rod is the candidate you should select for the job he is applying for.

During the past six years working alongside Dr. Skeen, I've witnessed him excel in a number of positions including technical leader, project manager, program manager and interim department director. He has worked with countless individuals, both within the CTUIR and external organizations, to establish and grow new departments, programs and projects.

In his latest role as Energy & Environmental Sciences Program Manager for the CTUIR, he was instrumental in helping to establish a renewable energy business by guiding staff in the development of project plans and proposals. The result has been new projects for solar and geothermal energy development and a 30% growth in total program funding. In addition, the newly constructed CTUIR Field Station science and engineering laboratory recently received accreditation through the Oregon Environmental Laboratory Accreditation Program for the analysis of metals in soil (EPA methods 3051, 6010 and 7473). Dr. Skeen led this effort and without him, it would not have been accomplished.

Dr. Skeen continuously demonstrates a superior level of professionalism and leadership, even under the most strenuous circumstances. He has an unparalleled ability to lead technically complex operations under pressure. The style and quality of his leadership skills are on par with the Linus Pauling Chair of Chemical Engineering at Oregon State University.

When it comes down to it, I can't recommend another individual more highly than Dr. Skeen. He is a model employee that will bring tremendous value and prosperity to your organization. It has been a pleasure working with Rod and I wish him the best.

Sincerely,

Patrick F. Mills, PMP®
Scientist 1 (Project Engineering & Laboratory Management)
Energy & Environmental Sciences Program
Confederated Tribes of the Umatilla Indian Reservation