

January 10, 2019

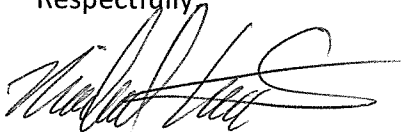
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Subject: Reference for Essential Flight Operations, LLC.

To Whom It May Concern:

I've had the privilege to work with Essential Flight Operations, LLC. on many projects in Washington State. In 2018, they sprayed approximately 4000 acres of timberland projects I managed and approximately 10,000 acres in total for Weyerhaeuser Western Timberland operating areas. Their crew has always worked diligently at accomplishing spray projects in a timely and efficient manner. I have full confidence in their ability to manage both small- and large-scale spray programs safely, efficiently, and accurately. I would recommend them as a great contractor who are willing to work with the contract administrator and conscientiously to accomplish the project before them.

Respectfully



Richard Eades
Forester
Weyerhaeuser Company
North Washington Region
Pe Ell Timberlands