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Jon E. Lash
Executive Vice President

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To Whom It May Concern

I have known Mike Orlando over 23 years as a business associate and friend. Mike has a very strong background in developing, leasing and managing Commercial/Industrial properties.

Mike has great integrity and he is extremely dedicated to his family. He is very trustworthy, reliable and has high moral character.

I would not hesitate to recommend Mike to you as a business associate.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Lash", written over a white background.

Jon E. Lash