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WSD

November 7, 2012

Recommendation for Luis Ching

To Whom It May Concern:

It is our great pleasure to write this recommendation letter on behalf of Luis Ching.

Most of us have known Luis for almost five years. The WSD had granted the operation contract of wastewater treatment to his company in February 2008 and hired him as the General Manager in April 2008. His role includes the management of district staff, oversight of the operation of wastewater treatment facility and sewage collection system.

Luis is a creative, honest, and intelligent. He has great interest towards people and their ideas, and a lot of common sense that he has applied to solving many issues at WSD. Since joining WSD, Luis has developed many major changes in our treatment process to accomplish his tasks. With his technical and analytical abilities, he helped to create a new method to remove the accumulated sludge in the imhoff tanks efficiently and cost-effectively.
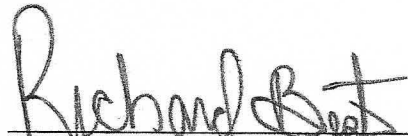
English is a second language for Luis, and thus, he has had to work very hard to clearly communicate his ideas. We have seen him grow in this area over the last five years. His attentive listening and great enthusiasm has helped him overcome any language limitations. He is self-confident and has a great sense of humor that has helped him form strong relationships with subordinates, peers, and members of our board. In many areas, Luis has gone beyond expectations.

Luis is very likeable and ambitious person. I have no doubt that he will be a serious and enthusiastic manager in a larger entity, and someday a successful senior level manager that you would be proud to call a colleague.

Sincerely,

Doug Colucci, President

Richard Best, Vice President

Harold Rohrbach, Director and Past President

Willie R. Nelson
Board Director