



Mark R. Baker
President and CEO

Letter of Introduction:

Mr. STEPHEN P CONWELL

I'd like to introduce you to Mr. Stephen P. Conwell.

Steve has extensive management and leadership experience with The Home Depot, Weyerhaeuser Company, The PGA TOUR Superstore, the Southern Forest Products Association, and currently as President of IBIS CONSULTING, LLC. He has held various senior management positions in both retail and manufacturing business units. He has a proven track record of increasing sales and profitability and is a professional of the highest ethical standards. He has the unique perspective as leading retail, manufacturing, and non-profit organizations and has a clear understanding of executing global sustainability, merchandising/manufacturing/supply chain/project management/marketing/e-commerce best practices. As President of the Mid West Division, Executive Vice President of Merchandising, and COO at The Home Depot, Steve and I worked together and I fully appreciated his leadership, global sustainability/supply chain/merchandising/marketing expertise and superb people management. Steve balanced and effectively managed The Home Depot's expansion and strategic business growth in merchandising/marketing especially in the execution of supply chain/merchandising best practices and established an integrated global supply chain strategy. He was selected by the CEO to lead a small team which developed and successfully implemented Home Depot's initial Global Sustainability policy which ensured that domestic and international volume and quality standards were met and built the foundation for future corporate purchasing initiatives, while dramatically improving the bottom line. He is highly respected by his peers and manufacturing partners. Steve's skill sets are focused on strong business acumen, team leadership, vendor/customer relationships, and he is a skillful negotiator. After reviewing Steve's credentials, I highly recommend that you have him participate in a thorough interview process which I'm sure you will come to the conclusion that he can be of real value to your organization. Feel free to call me to discuss Steve's abilities.

Kind Regards,

Mark R. Baker
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