

Paul Ave
Manufacturing Engineering Manager
Ocean Optics Inc.
4301 Metric Drive
Winter Park, FL 32792

06/22/2015

To Whom It May Concern,

I've personally worked directly with Dale McPherson for over 8 years on numerous opto-mechanical designs. These include Laser based designs for military applications as well a variety of spectroscopic applications for medical and environmental use.

Dale McPherson has run several projects independently during his time as my subordinate while I was Director of Engineering. His ability to identify and mitigate risks is astounding, resulting in successful and on time delivery of projects. He has a unique skill set which combines sound mechanical design with aesthetically pleasing form factors. He's also very innovative in his approach and designs for ease of manufacturing, and testing. I would highly recommend his services for anyone needing these type of skills.

Sincerely,

Paul W. Ave
Manufacturing Engineering Manager
Ocean Optics, Inc.