

August 4, 2023

To Whom It May Concern,

It is with great pleasure that I write this recommendation letter with regards to Kent Schumann.

I had the privilege of working with Kent in my role as CFO at Printronix from August 2021 until I left the company in April 2023. During my time at Printronix, Kent was the best hire we made, as he positively impacted the IT portion of the company, as well as numerous other areas, including but not limited to Sales, Operations, and Finance. He was a valued member of our Executive Leadership Team, due to his ability to see the full business picture, which is something not common in all IT leadership.

Before working with Kent, I can't say I spent a lot of time working on strategy and business analytics with an IT leader, which is a testament to the unique skill set Kent possesses. I was used to directing IT as to what I was looking for and then having them build it, but with Kent it was different. I would float an idea, and he would often come back with ideas more thought out and ultimately better than mine were. We were able to partner and develop some Business Intelligence tools to help the company have better access to and analyze the data we had, which is something we sorely needed. We also used antiquated systems that should have been retired years ago but were too costly to change, and would have been an easy excuse as to why we couldn't do something. Kent, however, took the challenge of these systems head on, and expanded our capabilities despite the obstacles in the way.

The biggest compliment I can give a co-worker involves whether if given the opportunity I would hire them again – and in Kent's case, the answer is unequivocally yes. Any organization would be lucky to have him, because they are not only getting an IT leader, but a business leader who will enhance multiple areas of their company.

If you would like to further discuss Kent and his time at Printronix, I would be more than happy to do so.

Respectfully,



Eric Priester
Chief Financial Officer
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October 2nd, 2019

To Prospective Employers of Kent Schumann & To Whom It May Concern,

We have had the pleasure of having Kent Schumann serve as the Chief Information Officer and a member of the Santa Monica Seafood senior management team since 2008. He has been an honest, ethical, and incredibly hard-working member of our team.

Kent has a wide level of knowledge in many business areas, not just IT. He knows systems, procedures and processes very well. Regardless of the department process being discussed, Kent has a good understanding of the impact of various options on the Company, both operationally and financially.

He is strongly focused on results - bringing projects to a conclusion and improving processes, having better analytical tools and reducing costs in the process. Kent is very productive as he has numerous projects going on at the same time. He delegates and manages his staff's performance on these projects well.

Kent not only pushes his staff to be productive, he pushes people in other departments that are needed to complete a project he is managing. And even though Kent is a true Leader, he's not afraid to get his hands dirty and do the staff work as well.

He has very strong initiative and is always trying hard to identify issues and work on Continuous Process Improvements. He's one of the best at this. We wish others in our organization had his many talents.

Kent is very good at identifying issues that must be addressed, researching the matter, assessing risk factors and understanding the impact of going one direction versus another. He has a very analytical mind and is quick to grasp a situation.

Despite having a strong Type-A personality and being extremely intelligent, Kent takes constructive comments (about himself) amazingly well. He wants to improve himself and he wants to push everyone around him to improve themselves and their areas of responsibility. He fully knows he is responsible for "everything IT" and he shows his feeling of being responsible to make the Company better in all areas, not just IT.

Whether working in the main office or remotely, Kent is fully engaged no matter where he is physically. It's not about showing up and putting in the time. It's about being productive and effective, getting projects accomplished – and Kent has done that.

Without a doubt, Kent would be an excellent choice as a dedicated and knowledgeable business leader with the highest integrity and ethical standards.

Sincerely,

Roger O'Brien
President and CEO
Santa Monica Seafood



October 28th, 2019

To Prospective Employers of Kent Schumann & To Whom It May Concern,

I have known Kent Schumann since 2008 when he first joined our senior management team. He has become a friend and a valued member of our company. While his official role was to oversee our technology strategy and IT operations, Kent demonstrated an immediate ability to lead discussion and debate in virtually every facet of our business. To better articulate Kent's strengths, allow me to share two Company initiatives - one success and one failure - that I think epitomize Kent's value and expertise.

First, the success. Our business is based on getting the most value and quality for every pound of fish that enters our building. But for the past two decades, we've been haunted by a process that we call POA's - costing us many hundreds of thousands of dollars every year. Many people around here considered it a "cost of doing business".

But Kent spearheaded a complete process re-engineering effort involving retraining staff, changing perception of our business objectives, and of course building technology tools to make the process easier, more repeatable, and highly visible for everyone involved. In less than 4 months, he and his team built a new process and set of tools that will conservatively save us over \$50K per month going forward compared to our decades old process.

Next, let me recount a failure. Not Kent's failure, but a significant company IT failure nonetheless. In 2015, the company decided to "go-live" on a new ERP system. From a "hindsight is 20/20" perspective, it was a really bad decision. We had worked the prior two years preparing for a new ERP system. Half the responsibility was given to Kent to prepare Purchasing, Accounting, Customer Service, Sales, and EDI. The other half was given to one of our shareholders to prepare Production/Logistics, given his familiarity with the previous system.

Kent warned us that Production/Logistics wasn't ready. He told us about the insufficient testing and the high risk of failure. However, ownership decided to 'go live' anyway. After a week of abject failure, it became clear Kent had been right - Production/Logistics wasn't ready - and we rolled back to our old ERP. Those departments under Kent's supervision were ready. Alas, that was not the case with those areas our shareholder ERP Conversion Manager was responsible for. That failure cost us millions.

Speaking frankly, I'm frustrated with Kent's departure. He will be profoundly missed at Santa Monica Seafood, and in a variety of ways. Worse, our loss will be another company's gain. Thus, I write this knowing that Kent deserves the bright path he's pursuing -- but also realizing full-well that SMS is no longer the beneficiary of his many talents and brilliance.

Sincerely,



Seth Marshall
Board Member & SVP
Santa Monica Seafood
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Note: Our company policy prohibits ad-hoc reference conversations about current or former employees. However, you may contact me at any time to confirm the validity of this letter and to confirm that Kent is indeed eligible for rehire by our company.

October 15th, 2019

Re: Kent Schumann

To all future hiring managers,

I am thrilled to have the opportunity to pen this letter of recommendation on behalf of Kent Schumann. For context, please understand that as a regular rule, letters of recommendation are something I do not provide. The exception is when I am passionate about the individual due to my own observation of their stellar impact to their field.

As Chief Operating Officer of Aspen Systems in Phoenix, AZ, I have known Kent as CIO of Santa Monica Seafood since 2017. Aspen Systems is a leader in technology solutions to the food industry, and was selected as the ERP software vendor for Santa Monica Seafood and its owned affiliates.

I was shocked and saddened to hear that Kent was departing Santa Monica Seafood after 11 years as their CIO - I honestly cannot recall a bigger "Human Being" and "Human Knowledge" blow to one of our customers and one of our partnerships.

Having said that, this is a huge opportunity for another company to gain his many talents, whether that be via his ERP knowledge, technology expertise, or general business acumen.

I have never in all my time (28 years at Aspen Systems) encountered a more consequential individual to a business. The degree that Kent understood the entire company's operation (a big one, also growing by acquisition) is astounding. There is just no other word. And his taking of that granular knowledge and applying technology solutions to it: He's just the best I've ever seen.

In the event you would like want to chat with me and/or others at Aspen Systems about Kent's capabilities, we would be more than happy to do so. In addition to myself, our Director of Implementation, Misty Heydens will have specific input with regard to Kent and his abilities, as will Lisa Lawrence, Aspen's President/Owner/CEO. Please do not hesitate to contact us.

Respectfully,



Tim Mabley

Chief Operating Officer

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October 30th, 2019

To whom it may concern,

It is my pleasure to have an opportunity to write this recommendation letter.

Kent and I have worked together since 2008. I am the IT Infrastructure Manager at Santa Monica Seafood and I have directly reported to Kent for most of those years. During that time, I have come to know and appreciate Kent as a friend and a mentor. Throughout the years, I have always been impressed by Kent's professionalism, technical knowledge, and admirable personal qualities.

No matter what decision needed to be made, a discussion with Kent always yielded results. I could always count on him to provide logical and strategic advice. Moreover, Kent always made me feel supported. Whether it's filling a gap in my technical knowledge, providing a different, strategic view to a complex problem, or simply understanding my need for work life balance, I could always count on Kent to have my back.

As much as I love IT, the work environment can feel lonely and challenging at times. Our work typically revolves around providing solutions to complex problems, some of which require quick, effective resolution, or else business grinds to a halt. There are times when I feel like a firefighter entering a burning building. It's high pressure, high stress, and little room for errors. Having someone like Kent that I could count on during those times has been invaluable. Knowing you have one of the smartest people on your team is not only reassuring, it gives you the strength and conviction to beat the fire.

In his personal life, I admire Kent's devotion to his family, his ability to juggle its challenges while engaging his children in thought-provoking exercises such as family escape rooms – not too many people can say they engage and foster that level of critical thinking in their kids.

In closing, I wholeheartedly recommend Kent to anyone who may engage his services. I am confident he will become an invaluable addition to your team.

Please feel free to contact me if you have any questions.

Sincerely,



Khai D. Vuong

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November 2019

To whom it may concern,

It is my pleasure to recommend Kent Schumann for any leadership role in business or technology.

I have known Kent since 2009 – first as an employer and then as a friend, always as a mentor. I worked for him at SlingStoneIT in a variety of roles as an IT Manager, Director of IT Operations, and finally VP of Customer Success before leaving SlingStoneIT in 2017 to focus on building my own business and my family. We have remained friends since.

During those years, I had the privilege of working side by side with Kent on a many different technology projects, from multi-site data center infrastructure implementations, hybrid and multi-cloud migrations, complex Sarbanes-Oxley audits, full security assessments, major business system implementations, and more. Kent always provided invaluable insight and helped me learn how to manage complex projects both from a technical as well as human perspective.

I learned so much from watching and working with Kent over the years – myriad technical skills but also how to manage people and relationships, how to evaluate technology solutions and platforms, and how to understand, connect with, and advance the business requirements that drive technology projects. And this is the one thing that stands out most to me about Kent – he demonstrates time and time again an almost uncanny ability to understand business technology use cases and devise excellent solutions to advance organizational goals.

Kent took a chance on me early in my career and saw my potential – and I'm grateful to him for seeing that in me and taking that chance. Now it is my honor to return the favor and highly recommend him as a one of the most ethical, hard-working, intelligent, and knowledgeable business leaders that I've encountered. I would happily work with or for him again and am confident that his future staff and colleagues will feel the same.

I would be happy to discuss further or answer any questions.

Warmly,



Tyler Lawrence

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November 7th, 2019

To whom it may concern,

I have worked with Kent Schumann for over two years at Santa Monica Seafood. As CIO, Kent skillfully managed our IT department including several managers and analysts. He and his team developed custom applications enabling a very complex, just-in-time operating environment. They also worked within the constraints of a mainframe ERP with limited support and led the process of finding a replacement product currently being implemented.

Kent also identified and led several non-IT company-wide process improvement projects, adding value beyond where a typical CIO would. For example, he helped standardize our loaded product cost model and guide decisions on purchasing finished product versus producing it in-house.

Kent has a boisterous, truth-seeking personality and quickly attempts to get at the root of issues, often challenging the status quo, but ultimately for the improvement of the company and shareholders. He is friendly, quick thinking, analytical, detail-oriented, logical and results-oriented. I enjoyed working with him and believe a company that is willing to re-think or improve its processes, systems or resources would benefit greatly with him on board.

Sincerely,

James Nissenberg, VP Logistics

Santa Monica Seafood

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