

10th of March 2017

RFUANZ Industry Excellence Awards
Nomination Committee

Ref: Chris Grala – Employee of the year 2017

Dear Nomination Committee,

I am writing to endorse a highly suitable candidate, Chris Grala, for the Employee of the Year 2017 award. In many ways exceeding the challenging requirements and expectations for the award, Chris's ambitions, intelligence, and accomplishments complement precisely the stellar community of past recipients and make him highly deserving of the honor and opportunity bestowed by the RFUANZ. He is an extraordinary employee and a huge asset to our company.

Chris is a HAM radio enthusiast and approached Dove while living in Auckland, seeking a career in radio communications. Chris remained in contact with Dove and a position eventually became available that he was interviewed for. It was quickly apparent that Chris had both the right aptitude and attitude for the position and so Chris came down to Hamilton for a two-day trial and then joined Dove in March 2016 as a radio installer.

Chris quickly learnt the job and has performed well above expectations, providing exceptional customer service and workmanship. Chris often goes above and beyond, voluntarily arriving early, staying late or working weekends to accommodate customer needs and accomplish his tasks.

His customer service skills are exemplary. He is one of the friendliest people I know and he always arrives with a smile on his face and a happy greeting. Chris has an ability to communicate effectively with all his co-workers, from the director level down.

Chris is well respected by both his co-workers and all the customers that he interacts with. Also submitted with my nomination are commendations from Kevin Dove and Fonterra and I am sure that their praise is echoed by all the customers that Chris deals with.

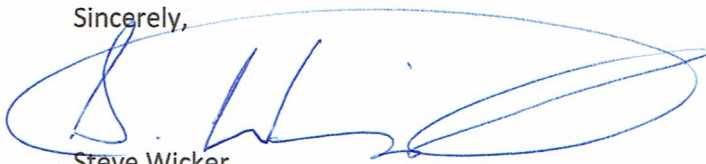
Despite the overwhelming amount of work that everyone has, Chris consistently finds ways to help his co-workers. His willingness to assist others and his commitment to continued learning is unequalled. Staff members throughout the business benefit from Chris's enthusiasm and commitment and they have all noted that Chris is thorough in his work, provides in-depth detailed knowledge, and he consistently follows-through to ensure tasks and projects are completed on time. He is also quick to respond to requests for additional information or help by other team members, ensuring all loose ends are tied up.

Since joining Dove, Chris has been instrumental in bringing new ideas to the table. He has a high degree of technical knowledge in several areas and has increased productivity by taking it upon himself to do things such as writing an app that can be used in the field by the technicians, reducing paperwork and

increased visibility. Chris also reviewed the installation process and refined it, which led to installations being able to be done quicker.

Not once since I have been with Dove have I heard a negative comment about him and it is with great pleasure that I respectfully submit this nomination for Chris to be recognized as the Employee of the Year 2017.

Sincerely,

A handwritten signature in blue ink, appearing to be 'S. Wicker', enclosed within a large, loopy blue oval.

Steve Wicker
General Manager – Dove Radio

9th March 2017

RFUANZ Industry Excellence Awards
Nomination Committee

Dear Sir/Madam

Re: Chris Grala – Nomination for Employee of the Year

In submitting Chris for this award I thought it would be good to outline how Dove Radio was introduced to Chris, the reason why we have employed him and our wish to invest in his future.

As the committee appreciates our industry is struggling to attract young people and even with a permanent "situation vacant" on our website we have drawn little response to our needs. Advertising on Seek and Trade Me jobs – has also drawn little interest with those responding more interested in the IT industry.

However, an application that caught my eye came from Chris who was 28 at the time, living and working in Auckland but bonded to an employer in the Automatic Door Industry. Chris who was married and had an interest in Amateur radio was seeking a career change with the view to working with us in the future.

As a member of RFUANZ sub-committee for training at the time I was able to give Chris the advice he was seeking and suggested he stay in contact with us. The rest as they say is history with him interviewing well and prepared to move to Hamilton when offered a job.

Even for Chris to be nominated for this award which in itself will be a reward I cannot express what winning such a prestigious Industry Award would mean to a young family man with a passion for radio and a can do attitude would mean to him.

I will leave it for the committee to evaluate the customer testimonials of Chris - other than to say how proud I am to submit his nomination as it is people like Chris that our industry desperately needs to invest in.

B Rgds,

Kevin Dove
Managing Director

Todd McKay
Lichfield Site
Fonterra Co-operative Group Limited
PO Box 45, Tokoroa, 3444
New Zealand

Peter Dove
Operations Manager
DOVE Radio Communications Ltd
Hamilton New Zealand

Dear Peter

I am pleased to write this letter in regards my experience with the service provided by Chris Grala for Dove Communication to our site.

Chris has demonstrated extreme technical competence in all his work in the implementation of our new radio systems and has exceeded my expectations.

His ability to convey technical information to persons who have limited knowledge of the new radio technologies has facilitated a cohesive implementation of the new systems into our business.

I have also received many compliments from our team here, which have all had a positive experience in their dealings with Chris.

I would recommend Chris without hesitation to anyone who wants and technically competent, enthusiastic and customer focused radio technician to assist with their communication needs.

Yours Sincerely



Todd McKay