

April 21, 2021

This letter is being written on behalf of John O'Maley.

First of all, in order to best place this letter in its proper context, I would like to summarize the nature of my relationship with John O'Maley. I have known John for almost seven years. As a professor on Mount St. Mary's Seminary faculty, John was one of my students in formation for the Catholic Diaconate in the Archdiocese of Cincinnati. I also served as his mentor, and in that role, I held monthly meetings with him during which we addressed a variety of issues, questions and challenges as they related to John's ongoing program of study and formation. Finally, I know John as a colleague, brother deacon, and friend.

I also believe that it is important to provide some information on my professional background as it directly relates to the nature of this letter and on the pending litigation in which John will be involved. Before changing careers, undertaking doctoral studies, and becoming a professor at a graduate school of theology, I spent 33 years in industry in various managerial positions at Texas Instruments and General Electric. These positions, include most notably, business manager, international business development manager, US sales and distribution manager, and marketing manager. Most recently, I was the President & CEO of a small specialty engineering and wholesale distribution company that served the factory automation market in Indiana, Kentucky and Southwest Ohio.

Against this background, I would like to offer my assessment of John. First and foremost, John's character is one of high integrity. In short, if John makes a commitment, he fulfills that commitment. In fact, in the carrying out his commitments, it has been my experience that John is the hardest working man on the team, and he will frequently do just about anything, sometimes at great cost to himself, his family and personal needs, to complete his commitments. He takes commitments most seriously and he places a great value on doing what he says he is going to do.

With respect to John's integrity, it has also been my experience that he is fundamentally an honest man. I trust John in all aspects of our relationship as do many others with whom I also have a relationship. It is a character trait that is very important to him, and it is fundamental to who he is as a husband, father, businessman, friend and ordained minister. He has spent all of his professional life, including his time at West Point, his years in the service, and all the years of his time in industry, working to build a solid reputation and there is no greater or more important character trait to John O'Maley.

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Then there is the related trait of credibility which manifests itself in each of John's major life roles. More specifically, as a businessman and consultant, he has devoted himself to speaking with knowledge and speaking the truth. This extends to include, in certain instances, and when the circumstances warrant it, acknowledging that he is not sure about a given topic. He is comfortable telling people that he is uncertain about a particular subject, and that he will do additional research and get informed so that he can properly and responsibly respond to an issue.

Moreover, and this has to do with having a solid understanding of strengths and weaknesses, John has a clear understanding of his limits. In this regard, John brings excellent self-knowledge of what he can do and what he is unable to do to the point of being willing to walk away from an opportunity or a client. That's not easy to do and I have known many individuals who would rather knowingly extend themselves, placing themselves at risk while taking a chance that they can figure it out as they go along. In my experience with John, he is very careful about the jobs he takes, and he responsibly differentiates between the projects he can successfully handle and those he is best to leave behind. It is this sureness, confidence and integrity that has enabled John to achieve the success he has achieved for the 28 years he has been a consultant.

In summary, I believe that John is a man of unparalleled character. I can honestly say that John would not be my friend if there was any question about his character, integrity, and credibility.

Should you have any questions about anything I have written, I would be happy to address those questions and any other concerns that you may have.

Sincerely,



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