



**BEN CARTER  
PROPERTIES, LLC**

*Asset Management  
Development  
Brokerage  
Leasing*

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To whom it may concern:

I worked with Ryan for the past five years in which he served as our Director of Design and Construction Management. During those years I spent considerable time with him and found him to be very goal oriented and a team player. Ryan was always punctual. He was easygoing and keenly devoted to his work, but being a real people person, he was also enjoyable to be around.

From early in his tenure Ryan demonstrated that he understood what business is all about. He was well organized and thrived under adversity. He kept a sharp eye on the bottom line, but realized too that customer satisfaction is what makes or breaks your business. He was driven in equal measure by both quality and efficiency.

In closing, I have no hesitation in recommending Ryan Hughes for a management position in consulting and feel confident he would be an asset to your organization as he has been for ours.

Sincerely,

Louis Grabowski  
Partner & Executive Vice President  
Ben Carter Properties, LLC