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October 06, 2025

To whom it may concern,

I am writing to recommend Eric Lane to future employers after his role as Senior IT/Controls Engineer at VGrid Energy Systems LLC. During his 2.5 years of employment he demonstrated himself to be a dependable employee and a leader that would take action to solve problems proactively by offering creative solutions, volunteering to get involved himself; and showing strong management and communication abilities with the other employees, vendors, and government agencies that we dealt with. Sadly, VGrid is closing its operations due to funding changes and Eric along with many others will be moving forward elsewhere.

Eric was initially hired by Rick Becker our Engineering Director to assume the tasks of programming PLCs, HMIs, and microcontrollers used in our gensets and gaisifers. He excelled in these areas and even created custom hardware in the form of TTL and CMOS based circuit boards that performed various signal processing, conditioning, and channel multiplexing functions which allowed us to reduce costs per machine and keep our current panel form factor.

In addition Eric quickly took over the IT operations due to storage needs that exceeded what our cloud vendors provided which saved us thousands in recurring monthly fees. He also detected and removed malicious software from our network identified a hacked Frontier router and installed a secured Cisco Firepower solution with a heavily encrypted VPN for our remote sites.

He proceeded to volunteer to travel to our remote sites to assist with and or solve a variety of operational issues, install Linux routers and virtual machines that allowed secure and seamless control of each machine HMI from the plant office, headquarters, wireless tablets, and remotely over secure HTTP inside of an AnyConnect tunnel.

Eric repeatedly exhibited strong management and leadership skills in the form of directing installations involving groups of employees at our remote facilities and volunteering to handle successfully an array of management problems including internal oversight and production efficiency improvements. He handled legal interactions with Verizon over poor service at our remote sites which allowed us out of the contract without fees and with a significant refund. He stepped up to solve Cal OSHA complaints from disgruntled employees who were let go for valid reasons and successfully defended the company then he trained the remote staff on NFPA 70 E, OSHA basic safety, first aide, gas detection, PPE and led the installation of qualified personnel electrical safety lock systems and lockout-tagout for our panels in conjunction with providing required labels and arc flash information at the site.

There was also a complaint to the San Joaquin Air Pollution Control District which Eric volunteered to handle, successfully defended the company, and instead of a shut down and potentially millions in fines, redirected the process to an administrative application for amendments to our authorities to construct and CARB orders by working with APCD engineers to explain that our process burned producer gas not propane, LNG, detergent gasoline, or diesel. Working with Rick we had a source test that showed that we could pass emissions under current state limits with our use by a wide margin. That was moving towards approval when we shut down.

Overall Eric is a bold leader with diverse and broad knowledge who is proactive, creative, and professional. He has demonstrated himself as a loyal and productive employee and has also shown strong communication, management, and leadership skills by taking on issues that arose during his time here.

Sincerely,

A handwritten signature in black ink, appearing to read 'Greg Campbell', written over a circular stamp or seal.

Greg Campbell
CEO
V-Grid Energy Systems
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