

To: Dante Lauretta; Principal investigator, NASA Osiris-Rex, Asteroid Sample Return Mission  
Regents Professor, Lunar and Planetary Laboratory, The University of Arizona  
From: Carolyn Grimes, MBA,  
Former Sr. Human Resources Manager, Maritime Products, Seatel, Inc.  
RE: Reference for Daniel Lappin  
Date: June, 29, 2022

Professor Lauretta,

Since 2016, Daniel was supporting the team at Seatel a marine engineering technology company providing mission critical marine communication technology. Seatel's parent company, Cobham ([www.cobham.com](http://www.cobham.com)) provides technology for a broad range of mission critical applications in aerospace, defense, space satellites, medical, and oceanography.

Seatel holds high standards as our products solve high risk problems and mission critical projects. We thrive on quality, performance, team communication, health and safety.

I was Sr. HR manager at that time, and have since departed the firm. From my first interactions with Daniel, I was impressed with his consultative style and solution orientation - from helping the individual employee to supporting the team culture to supporting the company bottom line. Daniel fit into our culture well. We have worked with him every quarter since 2016, except during the years of the pandemic.

Daniel has:

- Provided individual health, behavioral change, and performance coaching to our individual employees.
- Created and delivered training programs.
- Created and delivered a team building, safety program that integrated with our new basketball court.
- Advised me on building team culture – performance, health and wellness.

He always demonstrated clear and transparent communication, impeccable behavior, and care for our employees. As well, he is a good hearted, enjoyable person to work with. The staff always looked forward to his time on site.

I recommend him as a valuable resource.

If you have any questions, please feel free to contact me directly.

Regards,

  
Carolyn Grimes

E: [ccarolyn@hotmail.com](mailto:ccarolyn@hotmail.com)

C: 805-636-5854