

REICHHOLD

Date: April 19, 2016

To: Prospective Employers

Subject: **Letter of Recommendation – Eulas Thomas**

Dear Hiring Manager,

I was the Operations Manager for the Molycorp Minerals Mt. Pass, CA facility from April, 2011 to September 2015. During that time I had the pleasure to work with Mr. Eulas Thomas. He worked as a supervisor reporting both directly to me and later reporting to my Unit Leaders. He worked in several areas including the mill, paste tailings and in the chemical manufacturing areas.

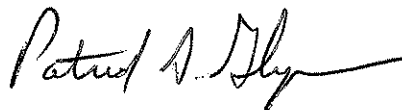
Eulas had an immediate positive impact on the workforce. His focus on getting the job done despite the challenges of a startup operation was recognized and appreciated by the workforce. He had the ability to balance operator accountability with positive recognition for jobs well done. The union workforce and managers appreciated his fairness and straightforward demeanor.

In addition to his people skills, Eulas is a quick learner and does not hesitate to recognize and offer suggestions for process improvements. At Molycorp we leveraged his abilities by assigning him to production areas that were in most need of improvement. He performed very well in all assignments.

During the above time frame, Eulas worked for Molycorp for two separate periods. For personal reasons he left Molycorp but we were fortunate that he was able to return and we readily rehired him. I would strongly recommend Eulas for supervision or for other positions that require dependability, attention to detail and strong interpersonal skills.

If you would like to discuss further please contact me during business hours at the number below.

Sincerely,



Patrick S. Glynn
Plant Manager, Morris, IL
Reichhold LLC2
(815) 318-5251