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RE: Jake Nortstrom's Boy Scouts of America Eagle Scout Project ([www.jakenordstrom.com](http://www.jakenordstrom.com))

Greetings,

I am writing in regards to Jake Nortstrom's Boy Scouts of America Eagle Scout Project. I am a senior electrical engineer with 30 years of experience designing high performance computer systems. The first 20 years of my career was in Research and Development with Hewlett-Packard while the last 10 has been with a storage company in Auburn, California developing fireproof/floodproof data storage for computer systems ([iosafe.com](http://iosafe.com)). During this time I have performed very complex design and validation work as well as managed complex development teams. I also hold the VP of engineering position with the storage company and participated as a voting member of its board of directors. I have also had the great privilege of volunteering about 25% of my time to the Boy Scouts of America organization in the last 10 years.

I first met Jake Nordstrom during the 2015 Boy Scout resident camp season at Camp Marin Sierra where Jake appeared before me to complete his Rifle Shooting Merit Badge. I was quite taken by this young man's maturity, skill and willingness to learn as he completed each requirement with enthusiasm. As I watched Jake complete these requirements, I recall thinking he would be a great addition to the Camp Marin Sierra staff and hoped he would apply to work in future camp seasons.

In 2016 I was very pleased to learn that Jake had applied to be a member of the Camp Marin Sierra staff. I was happy to provide my highest possible recommendation of support to hire Jake for our 2016 staff. My area of expertise at Boy Scout camp is shooting sports, and although it was my great desire to hire Jake to be on my staff, he was only 15 years old and the minimum age to work in shooting sports is 16. Jake was hired to work in the Handicraft program area where he performed all his jobs with great skill and positive attitude. As I monitored his performance, I also took the opportunity to mentor Jake where possible this year and strongly encouraged him to apply the following year to work in shooting sports.

In 2017, I hired Jake for the Camp Marin Sierra summer resident camp season as the Rifle Range Assistant where he would work with myself, the shooting sports director. Boy Scout resident camp provides very little time for a shooting sports director to fully train our staff. I was able to train Jake in all aspects of safety and provide a detailed outline of our training objectives; however the actual method of instruction had to be learned in real time. Jake accepted this challenge with great enthusiasm knowing I would need to correct, coach and train him at the same time we were counseling and training youth. This "trial by fire" approach of instruction is extremely difficult for many; however Jake met this challenge with the greatest level of professionalism. By our second week, Jake was so adept at the skills and details needed to succeed that he was able to learn and take on maintenance tasks for the firearms used in the shooting sports program, and by end of our summer season he had demonstrated the skills needed to run the program without my guidance.

In addition to providing a safe and fun environment to counsel youth in shooting sports, one of my great passions is to help youth with disadvantages or special needs. I can teach skills, but I cannot teach attitude or passion. Jake was able to identify this passion in me and learned on his own the great value of giving youth who need extra help the opportunity to succeed. I was proud to see this skill and passion grow in him and I can say with great sincerity that he had a positive impact on hundreds of youth this camp season and a life changing impact on those we encountered with disadvantages or special needs. Shortly after our 2017 summer camp season concluded, I learned of Jake's planned Eagle Scout project. My first impression was the incredible magnitude of this project was too much, but then I reflected on my experience with Jake over the past 3 years. If there is any young man I have met in recent memory that could accomplish such an amazing project, it is Jake and it was my duty to cast my full and complete support. I sat with Jake and his parents to discuss his project and share with him the details I was most worried about if I were to take on such a project. I was both surprised and proud to discover that most of

these details he had already considered, was keeping them on an action item list, and was either showing progress or had a plan to manage and complete each of them. At that moment, I knew that the personal and financial support I immediately offered would not be wasted in any possible way.

It is seldom that I am fortunate enough to work with someone of Jake's caliber. His ethics, willingness to work hard and take on jobs that are outside of his core comfort zone make him a valued asset anywhere. The positive experience I know Jake will provide to the Cuban students will follow them to their home country and improve Jake's home community as well. Jake works extremely hard at everything he does, never backs away from a challenge, and finds a way to make sure that not only he succeeds, but others do as well. It is my privilege and pleasure to give my recommendation and full support to Jake Nordstrom with his Eagle Scout Project to bring a high school Cuban baseball team to the United States.

Sincerely,

A handwritten signature in blue ink that reads "Bill Alexander". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Bill Alexander

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BSA Shooting Sports Director & Certified Training Counselor