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To Whom it May Concern,

I enthusiastically recommend Aaron Leeman for consulting opportunities in diagnostic development and immunology. His excellent work performance and consistent track record of delivering results make him ideally suited for project-based consulting engagements.

A brief list of Aaron's accomplishments include:

- Development of 6+ LFDs, including award winning BinaxNOW COVID-19 Ag Test, which became the most widely used rapid test during the pandemic
- Led remediation of site-wide Quality System to meet EU IVDR regulatory requirements, ensuring continued market access
- Designed and managed new R&D lab expansion, establishing infrastructure for future product development

Aaron is a subject matter expert in lateral flow diagnostics with particular expertise in antibody/antigen devices. As a Senior Scientist, Aaron is skilled at designing and developing, scaling and transferring, verifying and validating, and providing on-market support of immunology and molecular diagnostic devices for human health, veterinary applications, and food safety. Aaron is experienced in navigating FDA and USDA regulatory pathways, including 510(k) submissions and EU IVDR compliance, operating under strict quality systems. Aaron is an extremely qualified scientist with a great deal of creativity, experience, and wisdom.

Working independently or as a team member, Aaron is capable of managing multiple projects simultaneously and delivering superior results. Aaron's engaging personality and sincerity help him collaborate with diverse stakeholders across a wide range of subject matter. He is kind, trustworthy, flexible, and productive. Aaron quickly grasps client and customer needs with a proven track record of delivering solutions within time/budget constraints. Aaron is adept at communicating scientific results to both technical and non-technical audiences. Whether troubleshooting manufacturing issues, accelerating product development timelines, or preparing regulatory submissions, Aaron brings both strategic insight and hands-on expertise.

Aaron finds successful solutions to seemingly dead ends, as exampled by his overcoming several design constraints in the BinaxNOW COVID-19 Ag Test and turning these into beneficial features as the project's lead scientist. True to the Science, Aaron takes ownership and accountability of mistakes or unfavorable outcomes and immediately communicates these once recognized. He comes prepared to "work the problem" with proposed options and is open and eager to engage in discussion. Likewise, he is humble and appreciative of successes, happy to celebrate as a team and look forward to the next challenge.

I highly recommend Aaron and sincerely believe he will be a tremendous contributor to any future endeavor. His combination of technical expertise, project management skills, and collaborative approach will deliver immediate value to any organization seeking his guidance.

Sincerely yours,

Stephen Kovacs
Retired, Associate Research Fellow Volwiler Society