



October 11, 2017

To Whom It May Concern:

I have had the pleasure of knowing and working with Tom Montgomery since 1998 when we hired him at Ingram Barge Company where I was President.

Over nearly 20 years, Tom was an instrumental part of the cultural transformation which he accomplished at Ingram in the vital areas of workforce development, safety training, recruiting, and retention.

Motivating & managing the employees that were manning Ingram vessels was one of the most important and challenging aspects of our company's success. Tom had a unique ability to connect with each of them in ways large and small that were so important for them and for the company's success.

A handwritten signature in blue ink, appearing to read 'C. Philip'.

Craig E. Philip
Research Professor Vanderbilt University
Past President and CEO Ingram Barge Company