

Ranger Construction Corp.
Fairfield, Maine

To Whom It May Concern:

Ranger Construction engaged Ascent Consulting to assist our company with operational process improvement, organizational development, succession planning, and documentation of key business processes. This was our second project with Ascent and it built upon work they had previously completed with our company.

Gregory Gorman served as the project lead and brought significant construction industry, financial, operational, and executive leadership experience to the engagement. He worked closely with our team to understand how our business operates and provided practical recommendations based on both industry best practices and the realities of our organization. Carolyn Bahr also played an important coordination and operational role throughout the project by documenting processes, developing deliverables, and helping keep the engagement organized and moving forward.

One of the most valuable outcomes of the project was getting many of our key operational processes documented and mapped out in a way that created consistency and accountability. The work helped capture knowledge that had often lived with individual employees and established a clearer framework for how work should move through the business. The succession planning work completed with our ownership and leadership team was equally valuable. Ascent facilitated productive discussions around leadership continuity, organizational structure, governance, management development, and long-term transition planning while allowing us to make decisions that fit Ranger's culture, goals, and future direction.

Throughout the engagement, the Ascent team was professional, prepared, and genuinely invested in helping us work through both operational and leadership challenges. We appreciated their collaborative approach, their willingness to listen, and their ability to offer practical guidance without losing sight of what makes our company unique. Based on our experience, we would recommend Ascent Consulting to other construction companies seeking assistance with operational improvement, process development, organizational planning, or succession planning.

Sincerely,



Bill Sanborn

Founder

Ranger Construction Corp.