

Peter Ladwig, PhD

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Subject: Recommendation for Mark Dydyk

To Whom It May Concern,

I am pleased to recommend Mark Dydyk based on his recent consulting engagement with Niron Magnetics, where he supported our organization during a critical phase of operational and manufacturing scale-up.

Mark was engaged in assessing our Operations and Engineering plans in flight and helping identify challenges we may face as we continue to scale. Specifically, Mark:

- **Partnered with process engineering to complete an end-to-end pFMEA to proactively mitigate risks prior to high volume ramp-up**
- A comprehensive six-domain Operations & Engineering readiness assessment, identifying key capability gaps and scale-up risks
- Development of an end-to-end manufacturing process map, improving alignment across Engineering, Operations, and Quality
- Delivery of Kepner-Tregoe structured problem solving training sessions, which were well attended by cross-functional team members

What distinguished Mark's contribution was not just the quality of his frameworks, but his **hands-on, highly engaged approach**, particularly in leading the end-to-end pFMEA work. He worked directly with process engineering teams to build out detailed failure mode analyses, challenge assumptions, and ensure that risks were not only identified but clearly understood and actionable.

Rather than operating at a purely advisory level, Mark embedded himself within the team and helped drive practical, real-time progress. His ability to translate complex manufacturing processes into structured risk assessments brought clarity during a pivotal stage of our scale-up efforts.

Mark also demonstrated strong leadership in facilitating discussions, guiding teams through ambiguity, and reinforcing structured problem-solving methodologies.

I would not hesitate to recommend Mark to organizations seeking support in operations, engineering, quality, and manufacturing scale-up. He brings a strong combination of strategic perspective and hands-on execution that delivers tangible results.

Sincerely,

Peter Ladwig

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