

LETTER OF RECOMMENDATION
RYAN SULLIVAN and NORTH PARK GROUP
April 9, 2024

On March 1, 2024, Terry and I completed the sale of our company, Dickey Manufacturing Company to affiliated entities of Ryan Sullivan and North Park Group.

From the day we first met Ryan, we have found him to be a man of the utmost integrity and character. He has kept his word and has done everything he has said he would do throughout the entire sale, diligence and ownership transition processes. When we began the negotiating process it was important to us that the business continued on as it has since 1911. It was also extremely important to us that our employees were retained and treated with the same hospitality that we had given them over the years as many of them have been with Dickey Manufacturing Company for 20+ years. Throughout the process Ryan has continually earned our trust and confidence. Working with him and his team has been quite seamless through all steps of the purchase.



During the diligence process, we found Ryan and his advisors to be fair, reasonable, closing-focused, have a sense of urgency and be willing to work with us and our advisors in a collaborative manner to resolve the issues and questions that inevitably arise during the diligence process. He is an experienced deal guy who has bought many manufacturing companies. He knows how to work through problems in an equitable, pragmatic manner.

Ryan has also shown an acute understanding of the importance of maintaining our company culture going forward and treating the employees with dignity and respect. Ryan retained all our employees and has truly made them feel welcome and part of the team.

Ryan has a deep understanding of manufacturing and is committed to maintaining and growing American manufacturing.

Most important, Ryan understands what a significant event the sale of a privately-held, small business is in the life of the owners and their employees. In our case, he is committed to maintaining the company culture and legacy that Terry and I maintained over the last 27 years. I believe that he will be an excellent steward of the business and the business will be in good hands for many years to come.

We enthusiastically recommend Ryan Sullivan and North Park Group as a buyer. I can't imagine a better buyer.



Dickey Manufacturing Company
3632 Stern Ave
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