

December 1, 2024

To Whom It May Concern,

I have known Katherine Bobick for six years. I watched the Ohio Small Police Department Association, the organization that she created, grow and thrive under her leadership. Before taking over her position, Katherine asked if I would work as the organization's Training Coordinator.

Katherine created the organization from the ground up; cold-calling police chiefs and holding membership meetings across the state of Ohio to bring law enforcement agencies together to create one voice. She developed relationships with state officials that are still strong to this day. Without her vision, the Association would not be what it is today.

Her leadership, work ethic, dedication, and passion for supporting law enforcement has created an organization that benefits agencies across Ohio. In the past, officers felt that they were never heard. Now they have an organization to represent and support them, whether it is in group training, events, networking, and representation in the state of Ohio Peace Officer Training Academy.

Katherine has my full support and confidence as she continues her educational journey.

Respectfully submitted,

Jeffrey Ehasz

President and CEO

Ohio Small Police Department Association



November 29, 2024

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To Whom It May Concern,

I am writing to highly recommend Katie Bobick for acceptance into The University of North Carolina at Chapel Hill's Executive Doctoral Program at the Gillings School of Global Public Health. I have had the pleasure of working with Katie for the past 2 1/2 years at Cirba Solutions, and I am continuously impressed by her exceptional leadership, collaboration, teamwork, commitment to work, and desire to improve her skills every day.

Katie has demonstrated outstanding leadership in her role at Cirba Solutions. One notable example of her exceptional leadership was helping us win two significant Department of Energy Grants. One for \$75mm and another for \$200mm that will help to accelerate the growth of Cirba Solutions in the area of battery recycling and sustainability. Through her strategic planning, collaboration, effective communication, and ability to inspire our team, we were successful in securing these non-dilutive grants for our company and Katie was the most instrumental person to lead this effort.

Her commitment to improving her skill set and desire to be involved in impacting the health of a broader community is evident in her work. Katie has consistently shown an interest in advocating for health equity, including all of our community benefits programs. As a part of our community engagement, she has been instrumental in developing and executing initiatives that ensure underserved populations receive the care and resources they need.

Katie's writing ability and critical thinking skills are amazing. She authored many of our grants, demonstrating her ability to synthesize information, articulate a clear value proposition, and present her findings clearly.

Moreover, Katie's commitment to accept the rigorous demands of a doctoral program while accepting to maintain her current job is truly commendable. This speaks volumes about her time management skills, resilience, and dedication to her career path.

In conclusion, Katie Bobick is an exceptional candidate who possesses the leadership, commitment, and educational skills necessary for the Executive Doctoral Program. I am confident that she will be an outstanding student and representative of The University Of North Carolina at Chapel Hill.



On a personal note, I have always been inspired by Katie's unwavering dedication and her ability to motivate those around her. Her positive attitude and relentless pursuit of excellence make her a standout individual in any setting.

Please feel free to contact me if you require any further information.

Sincerely,

David Klanecky  
President & CEO  
Cirba Solutions