

SmarTire Systems Inc.
Suite 150, 13151 Vanier Place
Richmond, British Columbia
Canada, V6V 2J1
T: 604.276.9884
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www.smartire.com
OTCBB:SMTR



TO WHOM IT MAY CONCERN

Dear Sir/Madam,

Please be informed that Mr. Jackson Lee was in SmarTire's employment from October 2004 to November 2006.

As Director of Testing and Quality Control (TQC), Jackson was highly organized and he managed the TQC department very efficiently and effectively. Under his strong leadership, the test team established an excellent track record in consistently providing high-quality test deliverables within tight deadlines.

On the process side, Jackson proved to be very knowledgeable and experienced in quality methodologies and best practices. He demonstrated proficiency in release management and proved to be an expert in collaborating with people from different functional groups to define and improve processes. Jackson introduced an end-to-end product management process (PMP) which became the company-wide standard, leading to our successful ISO 9001:2000 / TS16949 certification.

During his tenure with Smartire Jackson not only exhibited proficiency in his professional capacity but also proved to be a loyal and dedicated employee often working to help solve issues in departments other than his own. The entire staff is very appreciative of Jackson's various contributions to SmarTire and we are especially impressed with his exceptional integrity, dedication and communication skills. We find him to be a very reliable and professional quality leader.

I highly recommend Jackson for a managerial position in process development and quality assurance/ product testing areas.

A handwritten signature in black ink, appearing to read "Dave Warkentin", is written over a light blue rectangular background. Below the signature, the name "Dave Warkentin" is printed in a black, sans-serif font.

Dave Warkentin

President and CEO
SmarTire Systems Inc.



TO WHOM IT MAY CONCERN

Dear Sir/Madam,

This is to certify that Mr. Jackson Lee has been with DG since 1994 (then Digital Courier International). For the past five years as Product Testing and Quality Assurance Manager, Jackson has demonstrated his **ability to lead testing teams in different geographical locations** (Vancouver and San Francisco). His responsibilities included the planning, management and delivery of product-testing activities of the products developed in US and Canada by the engineering organization.

Mr. Lee is familiar with software product development practices and Quality Assurance responsibilities. During his tenure in DG, he has proven himself to be **a strong, well-organized leader, with exceptional integrity and excellent interpersonal skills, consistently meeting company goals and objectives.** He has contributed to introducing a company-wide Software Delivery Process and **his team has successfully verified multiple application releases.**

We appreciated his **dedication and performance** and we were sorry to lose him when we closed the Vancouver office.

I recommend Jackson for a managerial position in the Testing and Quality Assurance field.

Adrian Giuhat

Vice President, Engineering
DG Systems
April 23, 2001

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5221 North O'Connor Blvd.
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Chicago
Irving
Los Angeles
New York
San Francisco
Vancouver

TO WHOM IT MAY CONCERN

Dear Sir/Madam:

Please be informed that Mr. Jackson Lee worked for Thirdi as **Software Quality Assurance and Testing Manager** (contract) from November 6 to November 30, 2009.

During Mr. Lee's three-weeks employment period with us, he proved himself to be **highly goal-oriented, meticulous and an extremely fast learner**. He displayed a strong ability to pick up our numerous E-Commerce, Social Network solutions and coordinated test planning activities for those applications. Additionally, he wrote and executed test cases – all carried out in a **very efficient and effective** manner. We have found him to be an **excellent team player** as well as a very **well-organized, reliable and professional** individual. His deliverables are of a very high quality.

Jackson was also very open in sharing his rich experience and knowledge in Project Management, QA Testing and Process Development with our team. During his brief stay in the company, he met the objectives of verifying our software and improving our testing infrastructure. In addition, he **made excellent recommendations** to us in different areas of the product lifecycle – from Market Requirements Solicitation to Release Management, as well as providing helpful suggestions on best practices in management and communications.

Jackson's technical competencies were evident. He also possesses **exceptional work ethics, outstanding interpersonal communications skills** and a **very strong customer service attitude**.

We appreciate Jackson's contributions to Thirdi and **I highly recommend him** for a leadership position in Quality Assurance and Testing.


Matt Friesen
Owner, Thirdi

Delta-Q Technologies Corp.

Unit 3, 5250 Grimmer Street
Burnaby, BC Canada V5H 2H2

www.deita-q.com
info@delta-q.com

T 604.327.8244
F 604.327.8246



January 9, 2009

TO WHOM IT MAY CONCERN

Please be informed that Mr. Jackson Lee was employed by Delta-Q Technologies in the Quality Department in a contract position as **Process Improvement Specialist** from September 2, 2008 to December 23, 2008.

During the four months with the company, Mr. Lee demonstrated his **ability to review process workflows and prepare QA documentation** for our quality management system, problem resolution, change management, manufacturing planning and configuration control procedures. He **added value to our processes** by carefully evaluating existing practices, researching possible alternatives and making viable recommendations.

Jackson is a **logical thinker** and has an open mind in accommodating feedback. In the course of completing his projects, he displayed **proficiency in seeking balance** in addressing problems, concluding issues promptly and providing accurate, detailed records to facilitate future references.

Mr. Lee is **very well-organized, patient, meticulous and goal-oriented**. He was able to properly prioritize his tasks, **stay focused** on reaching the overall targets and showed **strong flexibility** in implementation to meet the required objectives. Jackson **collaborated effectively with staff** from different departments and established good rapport with all who worked with him. We were **impressed with the quality of his work, professional attitude** and interpersonal skills. We appreciate his contributions to Delta-Q Technologies and wish him the best in his future career.

In summary, I find Jackson quite **knowledgeable in quality assurance methodology** and well **experienced in the dynamics of process development and improvement**. I highly **recommend Jackson** for a position in these areas.

Sincerely,

Delta-Q Technologies

Terry Annas
Quality Manager



Alpha Technologies Ltd.
4084 McConnell Court
Burnaby BC V5A 3N7
Canada
Tel: 604 430 1476
Fax: 604 430 8908

October 10, 2007

TO WHOM IT MAY CONCERN

Dear Sir/Madam,

Please be advised that **Mr. Jackson Lee** was employed with Alpha Technologies Ltd. as **Project Manager** (4-month Contract) from June 4, 2007 to October 5, 2007.

With the numerous (10+) projects he managed concurrently, Mr. Lee demonstrated strong capabilities in multitasking, project planning and progress control. He is very organized and all his projects were coordinated in a systematic manner. With his broad experience, he could see each stakeholder's perspective, and was always able to stay focused on project goals and objectives in order to meet customer requirements. In addition, he introduced various mechanisms that improved our resource scheduling, prioritizing and status reporting.

On the process level, he had also contributed in building our PLM (Product Lifecycle Management) Program which glued all the functional groups together. He is a dedicated, hard working and enthusiastic individual.

Jackson had proven his skills as a competent Project and Process Development Manager. I would strongly recommend him for a similar role.

Alpha Technologies Ltd.

A handwritten signature in black ink, appearing to read 'M. Schnarr', is written over a light blue rectangular background.

M Schnarr
President and CEO



Sonic Enclosures Ltd

7127 Honeyman st,
DELTA, BC V4G 1E2
TEL: (604) 946-6100,
September 16, 2009

Dec 21,2009

TO WHOM IT MAY CONCERN

Dear Sir/Madam:

Please be informed that Mr. Jackson Lee worked for Sonic Enclosures as Quality Engineer (contract) from July 20 to September 4, 2009.

During his term in the company, Jackson was tasked with evaluating existing processes and providing suggestions to improve the quality of our products. With that directive, he interviewed staff in different departments, reviewed our documents, examined our workflow, systems and provided excellent recommendations in various areas. Jackson is very meticulous, goal-oriented and carried out his assignments in a very prompt and organized manner. He has a pleasant, calm personality and we find his deliverables to be very detailed and of high-quality.

We appreciate Jackson's contributions and I highly recommend Jackson for a position in Process Development and Quality Assurance.

Stan King P.Eng

A handwritten signature in blue ink, appearing to read "Stan King".

VP, Sonic Enclosures Ltd

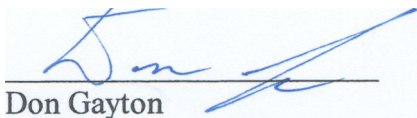
TO WHOM IT MAY CONCERN

Dear Sir/Madam,

This is to certify that Mr. Jackson Lee was with Triant Technologies from June 2003 to June 2004, as **Manager of Product Verification and Support Group** (Engineering Department). During his time with us, Jackson was responsible for **coordination of product verification and test, configuration management, documentation, release management and hiring activities.**

Jackson displayed a willing attitude and **commitment to his job** and the company. His assignments were **well organized** with a **careful attention to detail** and he took his commitments seriously. In addition, Jackson was **always a team player.**

We appreciate his efforts, **dedication and integrity** and we wish him all the best in his future career.



Don Gayton

Vice President, Engineering
Triant Technologies
July 26, 2004



Third Floor – 885Dunsmuir Street
Vancouver, B.C., V6C 1N5
Phone (604) 801-6461
Fax (604) 801-6417

April 16, 2018

RE: Jackson JY Lee

To whom it may concern:

I am writing this letter as verification of Jackson Lee's employment with Intrinsic Technologies Corporation. Jackson Lee was employed by Intrinsic Technologies Corporation in the full-time position of **Senior Project Manager**, from February 26, 2018 to April 13, 2018.

During his employment with Intrinsic Technologies Corporation, Jackson's role was to manage multiple software and hardware-based engineering development projects. **Jackson exhibited a positive attitude and was a pleasure to work with.**

If there are any questions regarding Jackson's employment with Intrinsic Technologies Corporation, please do not hesitate to contact the undersigned.

Sincerely,

A handwritten signature in blue ink, appearing to read "Victor Gonzalez". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Victor Gonzalez

Vice President Engineering, Intrinsic Technologies Corp.

Email: vgonzalez@intrinsic.com

Direct: +1.604-648-4016

IDACOM Electronics Ltd.
4211 - 95 Street
Edmonton, Alberta Canada T6E 5R6

Serving you from locations
throughout the world

September 21, 1990

To whom it may concern:

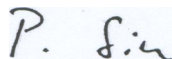
Jackson Lee started employment with IDACOM on June 8, 1989 as a **software designer**. He participated in the design and implementation of a SS#7 (Signalling System #7) protocol test package.

Jackson was able to demonstrate his **abilities in design, implementation and testing complex software**. We found his abilities in these areas to be perfectly satisfactory.

Jackson worked well with others and **his willingness to learn was his greatest asset**.

Should you require additional Information regarding Jackson's employment with IDACOM, please do not hesitate to contact me.

Yours sincerely,



Patrick Siu
Project Group Manager
IDACOM, **A division of Hewlett-Packard**

cc: Personnel File



UNIVERSITY OF
NEW BRUNSWICK

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Faculty of Engineering
Office of the Dean

Sir Edmund Head Hall (506) 453-4570/71

Telex 014-46-202

1984:12:06

Mr. Jackson Ying Kin Lee,
90 Tin Hau Temple Rd.,
4/F North Pt.,
Hong Kong

Dear Jackson:

It is with pleasure that I write to congratulate you on being named to the **Dean's List** in the Faculty of Engineering for the academic year 1983/84. The Dean's List recognizes that students have made a significant achievement in the area of academic excellence.

In the current year only 10% of the 1200 students in the Faculty of Engineering are included on the list. You can see from this number that you are one of the high achievers in the Faculty.

As Dean, I am proud of the calibre of all the engineering students and especially those like yourself who have achieved high academic standards. You are a credit not only to the Faculty of Engineering but the University as a whole. I speak not only for myself but for all the faculty members when I say "well done!"

May I take this opportunity to wish you every success as your academic and professional career develops and also to extend my best wishes to you and your family for the Christmas holiday season.

Yours truly,

F.R. Wilson, P. Eng.
Dean of Engineering