

January 8, 2015

Grant Spates, President
Spates Construction
P.O. Box 860
1876 Beebe Road
Derby, VT 05829

Dear Grant,

Thank you for the opportunity to offer this letter of reference. It has been a pleasant experience working with you and your team on the Berkshire Elementary School renovation and gymnasium addition. Both Polly and I appreciated Spate's team oriented approach to coming up with alternate solutions and adjusting to the changing needs of the owner. While the project presented some unique challenges, your team (Oscar Theyer and Mark Lewis in particular) remained positive, provided creative problem solving and fair pricing, and did a great job coordinating subcontractors.

More important than anything I could put in this letter, I would like to offer to speak with anyone who may still have questions about Spate's ability to deliver their project on time and on budget. Please feel free to share my number: (802) 223-2044 x 110 and email address: johnh@blackriverdesign.com. I look forward to the next opportunity to work with you and your team.

Sincerely,



John Hemmelgarn, Partner