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March 28, 2014

CONFIDENTIAL

Re: Glenform Construction

To whom it may concern:

We have had a working relationship with Glenform Construction since September 2012. Glenform brings their skilled workers and equipment over to Canada and they work side by side with our own employees to demonstrate, train and assist our employees with the equipment. We have shared great success with Glenform Construction thanks to this arrangement.

The majority of the workers Glenform brings over to work with us are skilled and work very hard. We have successfully completed numerous large contracts with the help of their skilled workers and equipment. We enjoy a great working relationship with Glenform's management team as well and look forward to a continued working relationship for years to come.

Please contact the undersigned at (306) 634-7276 should you have any questions.

Regards,

A handwritten signature in black ink, appearing to read "Christa Morhart", with a long horizontal flourish extending to the right.

Christa Morhart

Controller

Turnbull Excavating Ltd.