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November 17, 2000

To Whom It May Concern:

I am writing to offer my highest recommendations for Keith Shaw and Construction Management Services (CMS). Enviro Systems chose CMS as its construction management firm for its recent 28,000 square foot addition to its facility in Seminole. Our project was completed on time and at the budgeted amount.

CMS participated in all aspects of our project. CMS was instrumental in the selection of the architects. CMS worked closely with us during the design phase and helped us understand the cost consequences of the many decisions we made. Once the sub-contract specifications were issued, CMS insured that we had several qualified sub-contractors to bid the work and worked with the sub-contractors to modify costly specifications to reduce the sub-contractor's costs and price.

During the construction phase, CMS insured the sub-contractors performed according to the agreed upon specifications and timetable. CMS took timely actions to help the sub-contractors complete their work according to plan when they were unable to meet our schedule or quality requirements.

CMS maintained good records and presented bills in an organized and orderly fashion. CMS maintained a running budget so that we always knew how our actual costs compared to our budgeted amounts.

In conclusion, I cannot begin to say how valuable CMS and Keith Shaw were to our project. I am immensely pleased with the quality and appearance of our facility and at \$62 per square foot it was a bargain. If you would like to see our facility to judge the quality of his work first hand, I would be happy to show you around.

Sincerely,

A handwritten signature in black ink that reads "Craig Floelich". The signature is written in a cursive style.

Craig Floelich
President