

SUDERMAN'S CONCRETE LTD.

38 Maindu Bay
Grande Pointe, MB R5A 1H7

December 19, 2017

RE: Employment Reference for Kevin Kowal

To whom it may concern,

Kevin Kowal worked for Suderman's Concrete Ltd. from December 14, 2015 – December 19, 2017. Due to work shortage we were faced with the necessity to restructure and as a direct result Kevin was released from his position of Project Coordinator and IT Systems Administrator.

Throughout Kevin's time with Suderman's Concrete he has proven to be extremely dependable. His exceptional skill to document deficiencies on our construction job sites has proven to be a huge asset to our team. Kevin is proficient with managing our IT system and has been able to ensure that we have had zero down time.

During Kevin's time with Suderman's Concrete he was responsible for overseeing our IT system and was responsible for managing our job site projects. This involved frequent site visits, taking pictures of job progression, documenting steps in the construction process, being proactive when he noticed that the job site foreman was not meeting the schedule. Kevin also was required to do all the job costing for each job we were awarded. He created in-depth excel spreadsheets with multiple formulas built in. He sourced estimating software and was an integral part of the team for implementation and training. With Kevin's radio background he voiced over PowerPoint presentations to create training video for our staff. These are a few examples of Kevin's skill set that he brought to our team.

Kevin would be an asset for your company and has my highest recommendation. If you have any further questions with regards to his background or qualifications, please do not hesitate to contact me.

Yours sincerely,



Brian Suderman, President
Suderman's Concrete Ltd.