

TO: McBride, Ken
Witte, Rick

CC: Lenard, Mark
Kelln, Brad

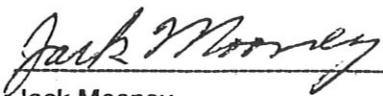
SUBJECT: Performance praise for Brad Kelln at Sierra

If your company pays for performance then Brad Kelln should be rewarded for excellence on the job. Some facts and attributes the Sierra Homeowners Association would like to mention include the following:

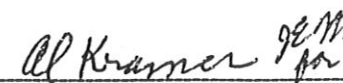
- Communication Skills
 - Brad was instrumental in your company winning the bid for Sierra's work. His verbal descriptions at the interviews surpassed any others we at Sierra had heard.
 - Brad has dealt with the Sierra Board, 92 homeowners, the architect, and subcontractors in a very positive manner.
 - Brad has excellent work habits. He was on the job more than 8 hours a day.
- Management Skills
 - Tracking pickups. Brad has worked with an Excel spreadsheet to make sure all pickups were addressed. It is our understanding this has not been done by your company before.
 - Schedules. Brad has finished ahead of schedule.
 - Helping to resolve problems. Brad has called groups together to help resolve problems. Some subcontractors were not meeting requirements and Brad held firm.
- Technical capability
 - Architect clarification sheets. Many details supplied by the architect needed more clarification and Brad asked for and received it.
 - Understanding of building details. Brad has a broad understanding of what needs to be done to meet requirements.

These then are the reasons for this praise. We hear that this performance surpasses the industry standard.

Sincerely,



Jack Mooney
Sierra Board Construction Mgr. & VP



Al Kramer
Sierra Board President