

SMITHBUCKLIN

C. Albert Koob
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Mr. George Wienold
Chief Executive Officer
Bear Construction
1501 Rohlwing Road
Rolling Meadows, IL 60008

Dear George,

SmithBucklin recently completed a major facility move of our Headquarters operation that was a year in the planning and execution of the event. As a Professional Services Company it was critical that the move went smoothly as any lost time or work inefficiencies due to the move would have resulted in a direct impact on our profitability.

Bear Construction managed the \$7.0M infrastructure build out and performed to perfection. Your folks completed the project on time, without issues and on budget. I could not have asked more from your Team. The added benefit of your work is that our employees love the space and find it inspirational. Your on-site supervisor, Bill Caprata, was a pleasure to work with and always remained flexible in the face of required changes and other typical obstacles that arise during a complete gutting and build out of over 110,000 square feet of space. Bill was a master of managing the logistics and carefully listening to our needs. Don Haton, as the overall project manager was tremendous with his communications and suggestions for maximizing the value we achieved with our limited Tenant Improvement allowance. We always felt that we had a great advocate working on our behalf.

George, it would be a pleasure and an honor to serve as a reference for Bear Construction. You should be very proud of the Team and Company you and your brothers have built. Thank you for making a very challenging endeavor a huge success.

Regards,



C. Albert Koob

AK/mb