



13February2009

To Whom It ay Concern,

Northstar Environmental, Ltd. has enjoyed a contractual relationship with the Sheet Metal Workers Local Union #12 since 1995.

The need for trained qualified workers necessitated this relationship, and it has worked out well for both parties. Skilled craftsman are a difficult commodity to find in todays workforce, but can be easily obtained through SMWLU#12. The curriculum for becoming a qualified journeyman and the continuing education offered at the training facility our unparalleled in the construction industry.

The skilled workers that Northstar Environmental, Ltd. employs through SMWLU #12 are highly motivated individuals that understand the need for quality craftsmanship and profitable performance.


The management of SMWLU #12 has been cooperative and supportive in meeting the needs of Northstar Environmental, Ltd. to be profitable and productive.

Northstar Environmental, Ltd. enjoys other benefits such as health and retirement plans that are held in trust, with costs that are fixed through the collective bargaining agreement.

The participation in the training process through the employment of apprentices has been of great benefit as well the knowledge resources that are available through the SMWIA.

If you have any questions concerning this letter, please contact me at your earliest convenience.

Sincerely,


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