



3807 East Kleindale Road
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phone: 520-327-0053
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February 25, 2010

Re: Letter of recommendation for Baird Builders, Inc.

Dear Sir or Madam:

I wanted to pass along my wholehearted recommendation for Mike Baird and his company. Over the last 12 months my business has contracted with Mike on three separate tenant improvements. In all cases the projects exceeded my expectations; a considerable feat given the complexity involved with two of the TI's.

In looking for a GC, based on past experiences, I wanted the following qualities:

Value – I wanted to make sure that the subcontractors used by Mike were not getting the job based on cost alone. I was looking for subs that could provide the best value with price, delivery, and quality all being equally important. In selecting subs Mike kept this in mind and as a result I feel that we got a really good product: Quality was good, cost was fair, and the work was done on time.

Responsiveness to changes and problems – We have an old (age > 50 years) building. As such whenever we do anything in our building we expect problems. In all three of the projects we encountered a number of issues that ranged from previous work not having been done correctly to code requirement issues. In all case Mike jumped in, did the right thing, and kept the ball moving even if it meant working weekends. A documentation trail of changes that impact cost – It is expected with any TI that there will be add-ons. All of these were handled the same way no matter how small: professionally, at a fair price, with a documentation trail outlining what the changes were and the implications to cost.

Management and oversight of subcontractors – In hiring a GC we expect that he will manage subcontractors. In addition to managing and coordinating the normal issues Mike did a great job ensuring that our unique requirements (e.g., no smoking policy, US citizens only) were adhered to.

A company that can work well with City Development Services, City Inspectors, and our architect – At times there can be a conflict between new codes and an existing infrastructure. It has been our experience that as long as one wants to do the right thing that, approached correctly, the City has been very easy to work with in addressing such mismatches. Indeed, the reputation its Development Services unit and Inspectors have is in my opinion unwarranted. In every case when we ran into an issue (there were many) in conjunction with our architect Mike was able to work with the City to make modifications that ensured that what resulted was safe and in the spirit of the law. I believe that things went as well as they did because both Mike and our architect are highly regarded by City staff.



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A company that would stand by its work – After a project is done it is not unexpected to have certain issues come up. Although the list was small in our case, each time we identified a problem Mike jumped on it the same day to ensure that it got fixed in a timely manner and correctly. Although this says a lot about Mike it also speaks to the subcontractors he uses since in each case they also responded with similar resolve.

In closing, although there are many GC's willing to do whatever it takes to get a job (especially now), the next time we have a need for general contracting services as a result of our positive experiences to date we're going to call Baird Builders.

Regards,

A handwritten signature in black ink that reads "Christian Frueh". The signature is written in a cursive, flowing style.

Christian Frueh
Chief Financial Officer