



Sheet Metal Workers Local Union #12  
1200 Gulf Lab Road  
Pittsburgh Pa. 15238

To whom it may concern:

Ductmate Industries was founded in 1977 here in Pittsburgh Pennsylvania. Since that time Ductmate has been signatory with the Sheet Metal Workers Union.

As a manufacturer of ducting components for the HVAC Industry, Ductmate Industries sells and services it's products all over the United States and Canada as well as Internationally. Together with Local 12, we have developed a work force of Journeymen, Apprentices and Production Workers that number well over 160 strong. This work force not only provides craftsmanship and quality, but also the ability to "get it done" needed to compete in markets far from our geographic region.

They have embraced new production concepts such as Lean Manufacturing and team approaches in problem solving as well as safety and creating a safe work place.

We as a company are proud to promote the union label and what it stands for all around the world.

Respectfully

A handwritten signature in black ink, appearing to read 'Doug Gudenburr', written over a horizontal line.

Doug Gudenburr  
Director of Operations  
DMI Companies