

EBER HVAC

I N C O R P O R A T E D

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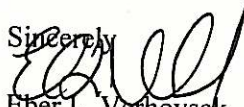
To whom it may concern:

My name is Eber Verhovsek. I am the owner of Eber HVAC, and I am writing this letter to attest to the benefits of being a SMWL 12 contractor. Our company has been a signatory contractor for a number of years. Here are a few of the key reasons why we have been successful as a union contractor:

- **Flexible labor pool:** We have fewer limitations when it comes to turning away jobs (able to employ trained workers daily and as many as needed). Also, when work slows down we are able to reduce headcount without fear of losing qualified workers for the next upswing. Our workers have been cross-trained through the Labor-management Apprenticeship Program; this gives us the benefit of sending any of our workers to all different types of projects and enables us to stay profitable in different areas of the industry.
- **Foremen/project leaders:** The union provides us with trained foremen. This has freed up time because our foremen are our key men; they are the leaders, and they manage the jobs. They interact with our customers in a professional manner. Because of our foremen, we benefit from referral work from past customers. Qualified foremen are always needed.
- **Cost savings in managing health and pension benefits:** Because of the union health and pension trusts, all we have to do is cut the check. As you know, this is a tremendous value. We do not pay for human resource personnel. We do not have to negotiate with the health care providers, nor do we have to spend money on lawyers and investment companies to set up a pension plan for our employees. The most important value of this benefit is that we are able to spend more time bidding projects and winning more work. We have a healthy workforce that creates less down time on our projects.
- **Employee retention and stable work force:** By being a signatory contractor, we feel that our employee retention is among the best. We do not lose workers to other contractors because all workers have to use the union halls for dispatch. In the open-shop environment, the contractor can hire off the street, and because of this, non-union workers are always looking to see if the "grass is greener."

These four benefits, among many others, have kept our company on the cutting edge of the industry. We feel that if we were not affiliated with the union, it would cost us more time and money to be this successful.

Sincerely,


Eber L. Verhovsek
President