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September 23, 2009

Frederick Harbour  
Compliance Safety Advocates, Inc  
2021 Midwest Rd Ste 200  
Oak Brook, IL 60523

RE: Mr. John Hauke, Project Performance

Dear Mr. Harbour,

I am writing this reference in regards to Mr. John Hauke, Safety Professional, who I've had the pleasure of working with on two separate projects.

I have known Mr. Hauke for in excess of three (3) years in my capacity as Safety Director at Hill Mechanical Corporation (HMC). I met him at a data center project in Volo, IL where he served as the onsite safety professional for the general contractor. He was very knowledgeable and a consummate safety professional who worked very well with us as well as the other contractors on site. This was a \$55 million + project for which HMC's contract value was over \$14 million alone, inclusive of piping, sheet metal and plumbing.

Because of his professional demeanor, knowledge, ability to work with others and the safety results that he attained, I asked him to join our team at our Northlake Data Center project in Northlake, IL. This was a very challenging \$700 million + project that was essentially completed in fourteen (14) months. Our contract was in excess of \$60 million alone. HMC had over 120 craftspeople on site including pipefitters, sheet metal and plumbers. . Our safety performance was outstanding and Mr. Hauke was instrumental to our success.

In conclusion, I would highly recommend Mr. Hauke. If his performance in working with and for HMC is any indication of how he'd perform in your organization, he will be a positive addition to your team.

If you have any additional questions, please do not hesitate to call me.

Matthew McKeon

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