



To Whom It May Concern:

Kenton McDougall is an employee of Howden Bros Construction Ltd. He has been employed with us for three years and will be employed with us indefinitely. He averages an annual salary of seventy thousand dollars a year.

Sincerely

A handwritten signature in black ink, appearing to read "W. MacDonald", with a long, sweeping flourish extending upwards and to the right.

William MacDonald
President