

Hawk Ridge

Development Group

PO Box 29009

Kelowna, BC V1W 4A7

To whomever it may concern,

My name is Chris Sinclair and I am the Senior Vice President of HawkRidge Development Group. Ryan Bennett has been employed as a framer carpenter with HawkRidge since March 3, 2014 and has worked full time with us for one year. Ryan is guaranteed 40 hours per week and averages 130 hours of overtime per year. Ryan's current rate of pay is \$25.00 per hour. Ryan is a valued employee and has the opportunity to continue building his career with HawkRidge. I hope this information proves useful. If I can be of further assistance, please contact me at (250) 258-8274 or by email at Chris@HawkRidgeDevelopment.ca.

Sincerely,

Chris Sinclair



Senior Vice President