



William Day Construction Limited
2500 Elm Street, Po Box 1060
Azilda, Ontario
POM-IBO



March 18, 2015

To Whom It May Concern

Our Company has been struggling for the past couple of years in hiring quality AZ and DZ commercial truck drivers. We are also facing a shortage of trained and qualified Heavy Equipment Operators in our operations in Sudbury and Timmins.

Currently, we are seeking applicants to fill a number of entry level positions in all of the above job categories.

After reviewing the AZ, DZ and heavy equipment training programs offered through Northern College in Timmins and Cambrian College in Sudbury, we are impressed with the curriculum and high level of training that each school is offering. As a result of this, we have hired a number of their graduates from all of the categories.

Because of these high level and above average training programs, William Day Construction considers Northern College and Cambrian College to be our preferred choice of training institutions and would consider all graduated applicants for entry level positions.

Respectively yours,

A handwritten signature in black ink that reads "Don Campbell". The signature is written in a cursive, flowing style.

Don Campbell
Resource Administration Manager
The Daygroup of Companies