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May 31, 2013.

LMI Canada Inc.  
205 Matheson Blvd., Unit 15  
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Dear Frank,

Let me take this opportunity to bring you up to date with our progress that we have enjoyed over the last 10 years, following the programs you delivered to us ending in 2003.

Through this process I was able to develop my Management team in areas of communication, accountability and ability to contribute to the organizations goals. The way my team handles challenges, obtains results through their group and their consistent manner that they keep our employees informed in a timely basis are a direct result of the implementation of the LMI process.

My team no longer gives up after one hurdle; they finish the race each and every time with a sense of pride knowing they strengthen themselves with each challenge.

The LMI process is not like fireworks, all WOW and quickly forgotten. It is a way that stays with everyone for a lifetime.

Our Newmarket Plant has achieved great success over the last decade thanks to the efforts and commitment of all of its employees.

I would like to mention a few points below to highlight why I am so proud of our Management team and all the employees at our Newmarket location.

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We have achieved

- ❖ 10% growth year over year in shipments.
- ❖ Last 4 years have lead all other Plants, (9) in total in North America, in product produced per man.
- ❖ Have maintained the same management team during the last 10 years.
- ❖ Continue, 10 years later, to hold monthly communication meetings with all of our Plant employees (every 2 months with office staff).
- ❖ Into our 18<sup>th</sup> edition of a company wide distributed newsletter produced in Newmarket (recognizes our employees, customers and various achievements – 12pages).
- ❖ Maintained best labour rate, material utilization, and health & safety record of all 9 plants in North America.

I cannot thank Frank enough for introducing the LMI process to our group in Newmarket.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'David Kukkonen', with a long horizontal flourish extending to the right.

David Kukkonen C.E.T.  
G.M. Newmarket Division  
Engineered Air