



Tim Coutu, President and Founder
Professional and Character References

TC  **TOOLS**
MOVING EARTH'S MATERIALS

September 10, 2009

Integrated Construction Services (ICI)
4108 – 78th Avenue
Edmonton, AB. Canada.
T6B 3M8

Attn: Michael LeBlanc, General Manager

Dear Mr. LeBlanc,

Upon completion of the MD of Greenview #16 Field Services Building Tenant Improvements in Valleyview, Alberta I would like to acknowledge ICI's efforts.

More specifically, ICI Project Manager Tim Coutu who could always be counted on to perform his responsibilities professionally; uniquely demonstrated an ability to find win-win solutions and creatively assisted me to manage the budget. This is even more exemplary considering this particular project was beset with many difficult challenges from the on-set.

ICI Site Superintendant Ed Brassard was equally a pleasure to work with and was attentive to producing an exceptional on-site product for the client while maintaining the schedule to the best of his abilities. It was also a positive experience working with ICI's lead hand Colin Dvorik who was very capable and conscientious about his work.

Both Tim and Ed's efforts were most notable when within weeks of substantial completion they faced numerous sub-trade issues and yet still managed to complete the project allowing the Owner to occupy as scheduled.

I would look forward to working with the staff of ICI again on any future projects.

Yours Truly,



Claus Wauer, RET, Project Manager
BENNETT ARCHITECT INC.



September 17, 2009

To Whom It May Concern:

It is my pleasure to provide this letter as a testament to Tim Coutru's character and professional ability.

Tim is tactful, conscientious and well organized in both thought and execution. He is uncompromising in his quality of work and has excellent communication skills. One of Tim's natural abilities is establishing strong relationships, quickly, with clients, sub-trades, co-workers and reports.

Tim started with us approximately 13 months ago as a Senior Commercial Construction Project Manager. This position involves directly managing many different stakeholders through an extremely fluid, demanding and intense environment. At the time we were a 2 year old company, with too much work, not enough skilled people, lack of systems and controls and excessive ongoing growth. The environment was "pressure filled" to say the least.

Tim brought himself up to speed with very minimal training in a field where he had limited experience. He consistently worked 65 hours or more every week to ensure his work did not suffer despite the fact, (it is fair to say) the work load was unreasonable.

Tim consistently delivered accurate and thorough reports, on time and without compromise in their quality. In under 6 months Tim's reports were better than the other 5 project managers in our office all of whom had over 20 years of experience. Tim's pride in his work and demand for excellence was evident here.

I firmly believe that character is the single most important asset in an employee and even more so in a manager. Skills can be taught, Character cannot. Tim has an excellent character and natural managerial skills and that is why he will be successful in whatever endeavor he pursues.

Sincere regards,

Michael LeBlanc

General Manager

Integrated Construction Services



February 15, 2006

To Whom It May Concern:

RE: REFERENCE LETTER FOR TIM COUTU

My name is Lawrence McCallum. I was the former proprietor of a small business in Fort McMurray, Alberta for over fifteen years called *Altech Voice and Data Ltd.* I have known Tim Coutu and his family for the past four years, during which time I have been closely associated with Tim on both a professional and personal basis.

Professionally speaking, Tim played a significant role in preparing and positioning Altech to take advantage of positive market conditions in Fort McMurray to either expand our operations or be acquired. Tim conducted himself professionally and demonstrated a unique ability to understand the requirements necessary to achieve the stated objectives. Recently I successfully sold Altech and Tim was a key part of the achievement.

During our professional association a strong friendship developed between Tim and I that continues today. I can attest to the fact that Tim has proven to be a good friend, is a dedicated family-man, and is integral in his approach to life.

If you have any further inquiries please contact the undersigned.

Sincerely,

A handwritten signature in blue ink, appearing to read "L. McCallum". The signature is fluid and cursive.

Lawrence McCallum
Founder and President
Altech Voice & Data Ltd.

April 18, 2001

To Whom It May Concern:

This letter is to serve as a reference for Tim Coutu. I have been an acquaintance of Mr. Coutu for eight years and employer/colleague for the past two years.

Mr. Coutu's ability to understand and improve our business model, as well as our sales and marketing strategies significantly increased EPCOR's production and profitability. Tim exceeded our expectations and continually performed above challenging individual targets. He is a proven 'deal maker and closer' having successfully negotiated several high-profile contracts and long-term partnerships with new customers in Western Canada.

In addition to Tim's individual achievements, he is regarded by myself and others as a committed team player. Demonstrating a willingness to render personal sacrifice if deemed in the best interest of others or the department. I would not hesitate to recommend Tim for any job that he may wish to pursue. If you have any further inquires please contact the writer.

Regards,



Dave McKitrick, P.Eng., MBA
EPCOR, Company Development Manager
780-412-3228



COVE PROPERTIES LTD.

June 17, 1998

To Whom It May Concern:

Re: Reference Letter – Mr. Timothy Coutu

It is with much regret that I am writing this letter in regard to the consensual departure of a valued colleague. Tim has proven himself to be a tenacious and determined worker with every task that he has embarked upon. His focus on quality and attention to detail is evident in every assignment he has been given. Tim's innate ability to quickly analyze our marketing and organization requirement has enabled our company to move forward with a much clearer focus, improved image, and increased performance.

Perhaps the most outstanding quality in Tim's business attitude and personality is his passionate work-ethic and integrity as a person. The attitude provided the personnel of Cove a benchmark by which we all could aspire to achieve. It is my hope that this will prove as an indelible example to the attitudes within our company and that his impression will live on. I wish all the best to Tim in his future endeavors and I am confident that he will provide great things to those fortunate enough to work with him.

If you have any further questions, please do not hesitate to contact me personally.

Yours truly,

Grant Klapstein
President, Cove Properties Ltd.



Representing



P.T. OILINDO DINAMIKA INTERNATIONAL
ELECTRIC SUBMERSIBLE PUMP SYSTEMS

Head Office : Jl. Radio Dalam Raya No. 5 - 7, Kebayoran Baru, Jakarta 12140, Indonesia
Telp. : 7201030 (Hunting) 7204326 ● 7204327 ● 7204328 Fax. 7201237

Operating Office (24 Hour Contact) : Jl. Hang Tuah Raya No. 46, Kebayoran Baru, Jakarta 12120,
Telp. : 7210303 (Hunting) Fax. 7203913

ODI-ZIP/077/VII/95

July 29, 1995

Z.I. Probes Inc.
217 Advanced Technology Centre,
9650-20 Avenue, Edmonton
Alberta, Canada T6N 1G1

Attention : **Mr. Don Clark**
President

Don,

I would like to send you a short note of appreciation for sending Tim Coutu to Jakarta for the past 77 weeks. He has worked in a professional, diligent manner and has dramatically improved Z.I. Probes image in Indonesia.

There have been several important strides, and if the new guages work for Asamera the next few months should show some real gains in market share and income.

I am really looking forward to continue working with Z.I. Probes.

Sincerely yours,

Tommy Short
PT. Oilindo Dinamika International
Sales & Service Manager

TT/rt

THE UNIVERSITY OF BRITISH COLUMBIA



Department of Forest Sciences
Faculty of Forestry
MacMillan Building
270-2357 Main Mall
Vancouver, B.C. Canada V6T 1Z4
Tel: (604) 822-6018
Fax: (604) 822-5744

November 27, 1991

To Whom It May Concern:

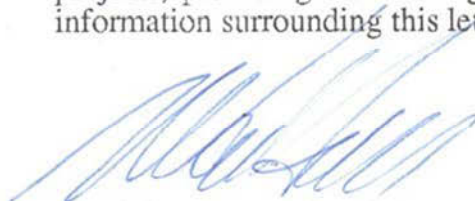
I have had the pleasure of getting to know Mr. Tim Coutu over the course of the last three years. Having been employed in the silviculture industry for nearly a decade and now moving up to a position in academia, I believe I am a qualified individual to comment on Mr. Coutu's attributes that make him a highly desirable employee.

Mr. Coutu has both academic and technical abilities that are in great demand throughout the forest industry. His forest management expertise and silviculture experience, coupled with his 'people management' abilities are commendable. He is an honest, intelligent manager of people and possesses the innate ability to motivate technicians, a skill that proves to be invaluable when managing silvicultural operations which may at times be tedious and repetitive, and often occur under inclement weather conditions.

Mr. Coutu can foresee potential problems and has the initiative to develop a 'better mousetrap'. He recently developed a computer based crew management information system that holds great potential in assessing a silvicultural crew's performance. This tool will prove invaluable in both providing an assessment of the success of a prescribed treatment in addition to providing a framework for data collection and management.

I would welcome Mr. Coutu's enthusiasm and dedication on several of my ongoing and soon to be initiated Silviculture Research operations. Pending the approval of continued funding to be confirmed prior to year end, I would be more than willing to employ Mr. Coutu as a Research Assistant, Level 4, Paygrade 3, holding a monthly salary starting at \$4,420.00, excluding travel allowances.

I look forward with keen anticipation at the approval and renewal of my research projects, providing the funding to employee Mr. Coutu. Should you desire additional information surrounding this letter of reference, please contact me at the above number.



Michael D. Van Ham
Project Supervisor
GVRD/UBC Nutrifor Research Program

MVH:wd



Reforestation and Management

Box 2218, Prince George, B.C.

V2N 2J8

Telephone: 561-1593

To Whom It May Concern:

Re: Tim Coutu

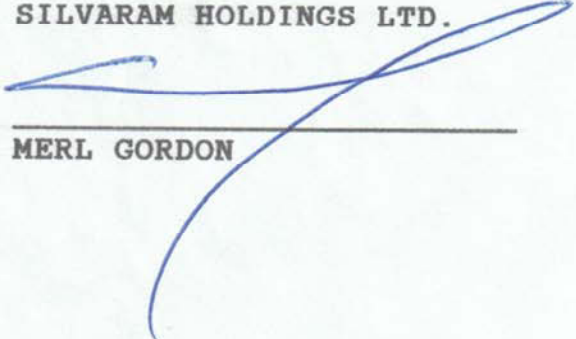
Tim has been with Silvaram Holdings for two years. He has worked as both a foreman and supervisor.

Tim has an honest and straight forward attitude. He has the ability to lead and gather followers around him and grasps new concepts easily and adjusts to the full scope of jobs assigned to him. He relishes a challenge, and never fails to rise to the occasion.

We would not hesitate to refer Tim for any job he may take on. If you have any further questions or concerns, please do not hesitate to contact the writer at 561-1593.

Yours truly,

SILVARAM HOLDINGS LTD.



MERL GORDON

MWG/deb

GRANT J.F. STEWART

M.D.(TOR.), L.R.C.P.(LOND.), M.R.C.S.(ENG.), F.R.C.S.(C), F.A.C.S.

General Surgeon

BRIDGELAND MEDICAL BUILDING
SUITE 103, 803 - 1st AVENUE N.E.

CALGARY, ALBERTA T2E 7C5
TELEPHONE (403) 264-6720

February 3, 1990

RE: Reference for Tim Coutu
DOB: January 15, 1964
Box 525
Drayton Valley, Alberta.
T0E 0M0

To Whom It May Concern:

I am pleased to provide a reference letter for Tim Coutu. I can recommend Mr. Coutu to you as a very sincere, hard-working, and honest individual.

I have known Tim for many years and have witnessed him during his various scholastic and athletic endeavors. He sets himself goals and works hard towards achieving them. Tim has an extremely friendly disposition, meeting people well and relating well with his peers and his colleagues. He can converse well on many subjects.

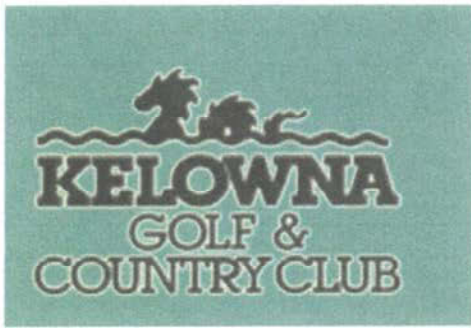
I know of no reason to suspect Tim's moral and ethical attitudes. Tim has kept up a close association with my family over the years and I believe he continues to display the fine qualities which have been demonstrated to us in the past. From personal experience I believe Tim to be completely trustworthy.

I would be very pleased to communicate further with you regarding Tim Coutu and could be contacted at any time by letter through my office or by telephone through the Calgary General Hospital at 403-268-9111.

Yours truly,



Grant J.F. Stewart, M.D.
Clinical Professor
Department of Surgery
University of Calgary and
Chief of Surgery
Calgary General Hospital



August 24, 1992

To Whom It May Concern:

This letter will serve to introduce Mr. Tim Coutu who has been a personal acquaintance for the past five years. During the time I've know Mr. Coutu I have found him to be very responsible and dependable in all his undertakings. Tim has proven to be trustworthy and to possess an exemplary work ethic. I have watched him carry out this various duties with a high degree of pride and enthusiasm.

Tim also possesses managerial expertise and superior communication skills. Tim's major strength lies in his ability to motivate others and lead them by setting an example. It is with great admiration that I recommend Mr. Coutu for a position with your organization. Should you have additional questions or require further information. Please contact me at (604) 762-2531.

Sincerely yours,

A handwritten signature in dark ink, appearing to read "T.M. Shein", written in a cursive style.

Terry M. Shein
General Manager

TMS/lj

Glenn M. Pullishy
12115 129 Street NW
Edmonton Alberta T5L 1H3
(780) 455 4536
pullishy@netscape.net

March 15, 2004

To whom it may concern:

RE: Character Reference – Tim Coutu

The purpose of this letter is to provide a character reference for Mr. Tim Coutu whom I have known as a business partner, and friend for a period of five years.

Tim and I shared ideas and enthusiasm five years ago, when we started a software business. Our business relationship soon grew into a friendship.

Accordingly, having gotten to know Tim so well over the past few years, I believe puts me in a position to provide you with a pretty accurate assessment of his character.

As a friend, Tim is a standout. He is a loyal, honest, considerate, and supportive individual who has the ability to see and understand things from another person's perspective. He is a great direct communicator and knows how to raise and discuss common business issues and problems in a non-threatening manner. He is hyper-sensitive and is always tuned into how another person might "feel" in a given situation. He likes to have fun too.

To tell the truth, I really can't think of anything of consequence on the negative side of the personality ledger when it comes to Tim. All in all, I would have to say that Tim Coutu is a fine, well-balanced person with an abundance of positive qualities.

Sincerely,



Glenn M. Pullishy



Frank Maddock High School

COUNTY OF PARKLAND NO. 31

BOX 1109 DRAYTON VALLEY TOE OMO
PHONE 542-4401 OR 542-4402

Drayton Valley, Alberta
April 12, 1989

To Whom It May Concern:

I have known Tim Coutu for over twenty years, since he was in elementary school at St. Anthony's School in Drayton Valley. Tim continues to be remembered as one of the outstanding students, academically and athletically that I have had the privilege of teaching and coaching.

Tim showed academic excellence and could always be counted on in the classroom while in junior high school. In high school Tim received a grade eleven honors award for maintaining an average of 80% or above in five matriculation subjects, one of only eight given to a class of 150 students.

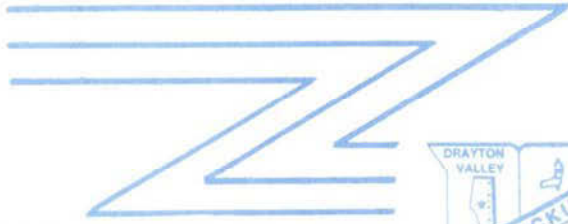
Tim also was active in interschool sports at the high school level playing basketball, volleyball, badminton, and golf. Always willing to lead by example and by showing superior sportsmanship, Tim was chosen by his teammates to captain both the senior men's basketball and volleyball teams. In 1981, Tim received both the academic achievement honors award and was selected as the Frank Maddock Male Athlete of the Year.

Tim is a highly motivated person who you can count on to apply all his abilities and energy to ensure a successful outcome. Knowing him now as a young adult I have witnessed more of the same from Tim. Put me high on the list of those who would attest to the character and abilities of Tim Coutu.

Yours Truly,

A handwritten signature in black ink that reads 'Wayne Cartwright'.

Wayne Cartwright
Coach and Teacher
Box 6082
Drayton Valley, Alberta
TOE 0M0



H.W. PICKUP
JUNIOR HIGH SCHOOL

Pb .542-4495



DRAYTON VALLEY, ALBERTA

BOX 1139

TOE OMO

1987 03 26

To Whom it May Concern:

I have known Tim Coutu for 13 years as a student first and then as an adult. I have always found Tim to be a very reliable, trustworthy, hard working individual.

Tim is an exemplary human being. I would not hesitate to recommend Tim to anyone for any job situation.

For any further information please don't hesitate to contact the writer.

Colin Cavanagh
Principal