

October 4, 2016

RE: Bouma USA
445 Pettis Ave SE
Ada, MI 49301

To Whom It May Concern:

It is my pleasure to write a reference for Bouma USA and Paul Bierlein, the Chief Operations Officer. I have had the great pleasure of working with Paul since 2001 and we have successfully completed numerous projects. Paul and the entire team at Bouma USA are very hands on, focusing their attention to every detail and always delivering a quality project. They thrive on building a one-on-one relationship with their clients and pride themselves on the work they do and the culture in which they do it.

The entire Company is built on a strong foundation of ethics and relationships. They are extremely diligent and organized during all phases of a project and have extremely talented individuals that deliver a client's vision and dream.

No detail is too small and no challenge is too large when teaming up with Bouma USA and I am personally grateful to have the relationship that we do.

If you have any questions regarding this letter, or would like to discuss Bouma USA directly, please give me a call at (616) 785-5582.

Sincerely,

PARADIGM DESIGN, INC.



Bill M. Hadlock, PE
Vice President