



October 30, 2019

To Whom It May Concern:

This is a letter of recommendation on behalf of Bouma USA.

In 2017 Compass Public Charter School determined the need to build a facility. Facing a deadline of October 2019 when the lease to our secondary campus was up with no ability to extend, the decision was to move forward with a new facility.

Doug Bouma on his own accord and resources, came to Idaho to meet Compass and see if there was a path to success. He provided advice on site possibilities – new construction and renovation – knowing his company was not yet selected. He was committed to our success.

We moved into the phase of selecting a Design-Build Team. As one of the fastest growing areas in the country, we had six highly qualified teams apply for the role. All proposals provided robust plans.

Only one of the proposals, Bouma USA, committed to completing the project in the allotted timeframe. All other proposals said it couldn't be done with existing local resources that were unavailable due to the extreme growth.

In the selection process the Bouma USA team seemed almost too good, too sincere, too willing to make our project happen. With all the other local entities saying it couldn't be done when we needed it done and Bouma offering a proposal that met our timeframe and financial needs, we had a simple choice.

We made the right choice.

Bouma USA brought all the subcontractors together for a kickoff breakfast, sharing the Bouma USA values and more importantly an opportunity to share the Compass Public Charter School mission. The breakfast set the tone for the project. As with any complex building project there are challenges, and Bouma worked through each challenge on our behalf.

The project ended in time for us to start school in August 2019, less than one year from beginning of construction. With limited funding we weren't able to complete every aspect of the project but we did complete more than we had originally thought was possible.

As the Board Chair of Compass Public Charter School I highly recommend the Bouma USA team for any charter school considering a project. Bouma USA is committed to the success of charter schools.

If you have any further questions please feel free to contact me at your convenience.

Norm Varin  
Board Chair, Compass Public Charter School

A handwritten signature in blue ink, appearing to read "Norm Varin", is written over the typed name and title.