



Stantec Consulting Ltd.
100-300 Hagey Boulevard, Waterloo ON N2L 0A4

March 2, 2018
File: 167599000

Attention: Mr. Andy O'Brien

Ball Construction Inc.
5 Shirley Avenue
P.O. Box 1202
Kitchener, ON N2G 4G8

Dear Mr. O'Brien,

Reference: Stantec Waterloo Office Tenant Improvements – Ball Construction

Recently, Stantec moved into a new office space in response to our significant growth and in need of a dynamic and functional work space for our team. Ball Construction was selected as our constructor of choice to complete our tenant improvements. Working with our in house Stantec interior design architecture team, Ball Construction was able to translate our vision into built form.

We were well served by the experience, expertise and attention to detail that characterized Ball's management of this construction project. We had a fixed move-in date with no room for delay, and the project was completed on time and within our budget.

We are grateful for your personal efforts, along with those of your colleagues Rod Aitken and Barry Duncan. It is evident to us that your company takes great pride in a quality finished product and it's demonstrated through your standard work practices. Your attention to safety was appreciated, as this is a core value of our Stantec team. These qualities speak volumes to the professionalism, honesty and integrity of your field personnel and management.

Sincerely,

STANTEC CONSULTING LTD.

A handwritten signature in blue ink, appearing to read "K. Fergin".

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