



HERMAN & KITTLE PROPERTIES, INC.

Real Estate Development • General Contracting • Property Management

March 21, 2017

To Whom it May Concern:

This is my personal recommendation letter for Mary Carter and The Hays and Sons Team.

I am the Vice President of Property Management at Herman and Kittle Properties Inc., and have a long lasting relationship with Hays and Sons at multiple properties in our portfolio. I would consider Hays and Sons to be a valuable partner with HKP as they have helped in multiple situations—from emergency services to reconstruction. We have used them for Cap X projects as well, and have always valued their expertise. I have been happy and satisfied with their performance and professionalism. I look for a partner who not only does great work, but communicates throughout the project. They have earned my trust, and that is why I feel comfortable writing this letter of recommendation for them. As a matter of fact, I just signed a contract with them today to complete a \$70,000 fire restoration project.

I have also worked with Mary Carter for years from her previous employer, and now with Hays and Sons. Mary gets involved, and is great to work with. She communicates well, and is willing to help in any way possible.

Please feel free to reach out to me with any questions or concerns. I would be happy to reiterate our positive experiences and partnership with Hays and Sons.

My Best,

Stephen A Lavery, CPM
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