



October 16, 2009

**RE: LETTER OF REFERENCE**

To Whom It May Concern:

In 2008 Hydro International investigated the implementation of a new phone system at our Portland, ME location. Our staff had little knowledge of the latest technologies and little time to research the many alternatives that were saturating the telecommunications market place.

We contracted Ted Kern of the Schooley Mitchell Telecom Consultants to consolidate a short list of companies that provided hosted and premise based telecom solutions for our team to consider. Ted's services proved to be invaluable during our evaluation of each of the five phone companies that Ted recommended, as he was able to normalize all the proposals, with their associated costs, benefits, and shortcomings. Ted's service allowed our management team to focus solely on selecting the appropriate solution for our business instead of getting bogged down with the details of each solution and their associated costs.

Ted was a pleasure to work with and we had the utmost confidence in him to handle every aspect of our telephony needs and we have no reservation whatsoever about giving him the highest and best reference possible.

Very best regards,

A handwritten signature in black ink, appearing to read "NDR", is written over a light blue horizontal line.

Neil D. Raymond  
General Manager – US Wet Weather Division

Hydro International • 94 Hutchins Drive • Portland, ME 04102  
Tel: (207) 756-6200 • Fax: (207) 756-6212 • E-mail: [hiltech@hil-tech.com](mailto:hiltech@hil-tech.com)  
[www.Hydro-International.biz](http://www.Hydro-International.biz)

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