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To Whom It May Concern:

It is appropriate that I write this letter of recommendation on Mark Lynde, construction superintendent for Lobar Construction Co., Inc. at the Friendship Central School building project in Friendship, New York. I was the Friendship Central School Interim Superintendent when the project began and continue in an advisory capacity. I should state that this recommendation was neither requested nor expected. I feel strongly that this young man deserves special mention.

I have worked on school renovation projects in excess of 40 million dollars while acting as Superintendent at Bolivar-Richburg Central School in Bolivar, New York from 1990-2003. Mark is by far the most competent construction supervisor I have worked with. Many things make him special.

The top of the list is planning and communications. From the start Mark familiarized himself with the entire job, learning the plans and specifications and from that, developed a work plan for the duration of the project. His foresight is excellent. Once work began, in addition to bi-monthly meetings with school personnel and project engineer, he conducted weekly meetings with all other contractors and sub-contractors on the job and documented all meetings. This all meant for great communications which is essential.

Mark exhibits excellent leadership as Superintendent. He is definitely a take charge person. He asserts himself when necessary, keeping his company's interest in mind, but always up front with the employer (school). He has given at least one of his sub-contractors (who job attendance was suspect) a 48 hour notice. This assures job coordination and that no one is held up, including the entire renovation project.

~~It is essential as a school superintendent to develop a trust with the project superintendent early on and throughout. I was able to do that with Mark, almost to the point where I wanted to please him, when it probably should be the other way around.~~

Bottom line he is a good man who knows this position very well and which any company he works for should be very proud. This also speaks well for Lobar, Inc. I wish I could have had him on board with my construction projects in past years. People like this are hard to come by. I would not hesitate to recommend him or Lobar, Inc. for future projects.

Respectfully,


Robert M. Mountain