



January 15, 2009

Matthew R. Elyachar, President  
GEM Commercial Flooring Company  
11516 Grant Drive  
Overland Park, Kansas 66210

Dear Matthew,

When you asked if I would consider writing a letter of recommendation for your company, without hesitation my answer was yes. Having worked with you over the last five years at Blue Valley Schools and now with the KU Endowment Association, GEM Commercial Flooring has become what I consider to be an important partner whenever I have a project involving floor covering.

Three things about GEM Commercial Flooring stand out in my mind. First and foremost, the professional relationship and mutual respect that we have developed that allows for the free exchange of information, ideas and feedback. This has proven beneficial whether we are troubleshooting a problem or planning for future projects.

Second is the competence of the installers that you bring to a project. Your technicians understand the properties and limitations of the products they are installing and always perform the appropriate substrate preparation to insure a successful installation. Their concern for the occupants of the building and their attention to detail makes a difference.

Third is your willingness to assist with almost anything related to the floor covering industry. In addition to traditional flooring services, you have helped us evaluate and correct failures, develop project budgets and long range replacement plans, maintain and extend the life of products already in place, and even perform product research to help determine which products at given price points best meet our needs.

It is truly a pleasure to have the opportunity to work with a company like GEM Commercial Flooring. Please do not hesitate to share my contact information with anyone requesting a reference with regard to your company.

Sincerely,

A handwritten signature in blue ink, appearing to read "Monte Soukup".

Monte Soukup  
Vice President for Property Management