

December 20, 2010

Lance Meilech

Fox and Fin Financial Group, LC

15029 N. 74th St.

Scottsdale, AZ 85260

Dear Lance,

It is obvious to me why Fox & Fin is Arizona's #1 merger and acquisition firm: Their skill and service are clearly superior.

Our relationship started several years prior to the sale of my company, Mission Hardwood. Jim Afinowich and I met to discuss the possible sale, and I brought to the meeting two of my advisors: my CPA and a friend/mentor who was also CFO for a Fortune 100 company. (The CFO was also an experienced business owner, having bought seven small businesses.) Their job was to assess Jim and his analysis and counsel on selling Mission Hardwood.

Jim's excellent analysis clearly indicated that, for me to get the value I wanted, my company needed to be improved in several areas before it went on the market. His analysis was technically sound, and his counsel was clear and concise. My team and I knew we had found the right person to help sell Mission Hardwood.

Subsequently, Jim and I would "check in" every few months to assess our progress. In the summer of 2007 we finally decided to sell, and Jim brought in another Fox & Fin broker, Lance Meilech. Because of the relationship that Jim and I had created, and because of his credibility, I initially resisted working more closely with Lance. However, Jim assured me that Lance was better suited to what Mission Hardwood needed, and that Jim would work closely with Lance. Jim was correct again: Lance was the man we needed, and Jim was also on top of the sale at all times.

Lance recommended that, because *selling* the business and *running* the business were two full-time jobs, I concentrate on running Mission Hardwood and let Fox & Fin shoulder the load on the sale. I accepted his

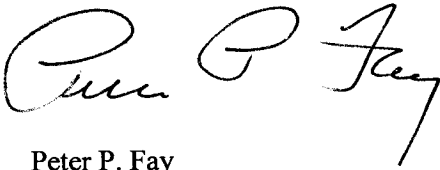
advice, which proved to be a wise decision on my part. Lance valued the business and, on a seven-figure asset sale, came in with a price that was within \$3,000 of our independent valuation.

Lance worked closely with our outside CPA and our buyers in dealing with the myriad of issues, including identifying financing for the buyer. Just as important, every time our closing was delayed, Lance promptly took care of business, assembling necessary information when necessary, while Jim “held my hand.”

In the end, we received “full appraised value” for Mission Hardwood. Fox & Fin was paid handsomely for their work – and it was worth every cent, as the sale would not have occurred without them. Even after the deal was closed and they had received their commission, Jim and Lance remained involved to help me deal with the multitude of issues that came up after the sale.

Fox & Fin, Lance Meilech and Jim Afinowich have my highest recommendation, and I remain grateful for their excellent work on my behalf.

Sincerely yours,

A handwritten signature in cursive script that reads "Peter P. Fay". The signature is written in black ink and is positioned to the left of the printed name.

Peter P. Fay