

July 16, 2018

To Whom It May Concern:

Halloran Sage recently engaged Paniccia Construction to renovate our 50,000 square foot office in Hartford Connecticut. The project required phased construction in an occupied space.

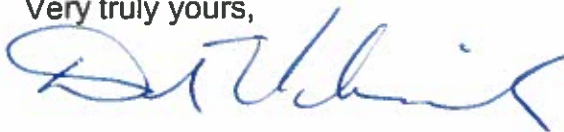
Mario Paniccia and his team were a pleasure to work with. They distinguished themselves in many ways including:

- Being extraordinarily mindful of the disruption construction in an occupied office space can cause.
- Developing a work schedule that fit our priorities and concerns.
- Communicating needed changes in schedule in a timely manner.
- Being ever vigilant in maintaining a clean worksite.
- Treating the discovery of unknown conditions as a challenge to be solved in a fair and expeditious manner and not as an opportunity to increase profit through change orders.
- Being courteous in all interactions with our employees.
- Demonstrating pride of craftsmanship and attention to detail.
- Doing little "extras" at no charge.

Dealing with Mario made me feel like we could have handled the whole transaction based on a handshake as it became clear as we progressed through our project that the company's operating philosophy is rooted in a good old-fashioned work ethic, honesty, and integrity.

For all the reasons highlighted above, I highly recommend Paniccia Construction.

Very truly yours,



David Urbanik
Chief Operating Officer