

COUNCIL OFC, 25JAN2016 4:12:58

Family

HEATING, COOLING & ELECTRICAL, INC.
26324 JOHN R RD
MADISON HEIGHTS, MI 48071
(248)548-9565 FAX (248)398-2686

NOVEMBER 24, 2015

TO WHOM IT MAY CONCERN:

MARIO BOUCHARD IS AN EMPLOYEE OF FAMILY HEATING,
COOLING, AND ELECTRICAL.

PART OF HIS COMPENSATION PACKAGE IS A COMPANY
TRUCK TO DRIVE TO AND FROM HIS HOME.

MIKE PAVELKA, MANAGER

A handwritten signature in black ink, appearing to read "MP", with a long horizontal line extending to the right.