

November 16, 2008

To Whom It May Concern:

The opportunity that Janet and Chris have provided to me as I have re-entered the workforce has been a pleasant and rewarding experience. I do not believe I would have found the same amount of respect and encouragement from any other employer. Janet has also been extremely flexible which has allowed me to balance my family as well as my work responsibilities. This flexibility has been especially important to me as the mother of a child with multiple learning challenges. It means a lot to know that if I have to be there for my son, I can be, without having to worry about my job.

Janet promotes optimistic energy. She pays it forward. She rewards her employees with opportunity for growth because she has had the opportunity for growth. Janet also promotes a spirit of excellence. Everyone at Security Fence Company takes on challenges as if they were their own. Recognizing opportunity has always been one of her key strengths in running her successful businesses. Janet keeps her door open to all suggestions, and encourages ideas from all her employees. Janet also gives extremely kind words of encouragement and coaches to promote opportunity to all employees. She gives everyone a fair chance to prove him or herself and she drives people out of their comfort zone at every opportunity so they can realize their complete potential in every situation.

It has been an extreme pleasure to work for Janet & Chris Ceddia. Knowing that there will be more opportunity for anyone who enters the front door of Security Fence Company and Security Construction Services, gives us great pride to work for such a dynamic couple.

Sincerely,

Karen Smith  
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