



August, 2011

To Whom it May Concern:

RE: Garnet Zimmerman – GZ Mediation

Earth's Own hired Garnet to assist in the negotiations of our poly party agreement for our Delta manufacturing plant. It was clear from the onset, we were moving forward with a skilled negotiator to ensure Earth's Own direction and future of its employees were going to be achieved during our negotiations.

Garnet's knowledge and effective strategies were key strengths during negotiations of our contract. His approach to communication and skill in understanding his opponent's true objectives provided a respectful and committed approach to the negotiation table.

After completing negotiations, both the union committee and the company felt confident they had achieved the terms which were fair to the both parties. On July 27th the agreement was ratified by a large majority of Earth's Own employees indicating we had reached successful contract and both parties could move forward with 5 years of labor stability.

I have no hesitation recommending Garnet as a negotiator to any company seeking a strong leader for their negotiating committee. It was a great pleasure to work with Garnet on negotiation strategy and during our negotiations.

Yours truly,

A handwritten signature in cursive script, appearing to read "Rod Neil".

Rod Neil – Plant Manager

A handwritten signature in cursive script, appearing to read "Carla Bertoia".

Carla Bertoia – GM Operations