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Garnet Zimmerman
Principal, GZ Mediation
7283 - 149A Avenue
Surrey, B.C., V3S 3H4

Dear Garnet,

I wanted to take this opportunity to thank you for the work you did for Sun-Rype Products Ltd. during my tenure as President & CEO. When I joined Sun-Rype in October 2008, the company's relationships with its union employees and Teamsters Local 213 were very poor, due primarily to the difficulties that were experienced during the 2007-2008 strike. At the time, we committed to re-building these relationships, with a view to signing an early long-term agreement prior to the expiration of the existing agreement in August 2010. During late 2008 and early 2009 we did make some positive progress in this regard, and we were fortunate to be able to commence the process of early bargaining. However, at the point that we hired you, it was clear that it would still be a significant challenge to complete an early deal that would be acceptable to both parties.

As a participant in the first meeting between the company and union bargaining committees, I was struck by two things. Firstly, it was apparent that there was still considerable residual animosity towards the company within the union bargaining team. Secondly, it was clear that your combination of experience, patience and people skills made you the ideal person to negotiate on behalf of the company. Over the months of negotiations that followed, I know that there were considerable ups & downs. However, throughout this process, the other members of the company bargaining team spoke very highly of your leadership, perseverance and ability to find creative solutions to bargaining challenges.

It would be difficult to overstate my joy when I received the news in January 2010 that the company and union bargaining teams had come to agreement on a 5-year deal. Moreover, I was very impressed that this had been achieved on terms that were very fair to both the company and its employees. The February 7, 2010 ratification of this agreement was a major step forward for both the company and its employees, providing 5 ½ years of labor stability at the Kelowna facility.

In closing, I would like to say that I would strongly recommend your services to any company seeking to negotiate a collective agreement with their respective union. Please do not hesitate to use me as a reference in this respect.

Sincerely,

David Lynn