



TEAMSTERS LOCAL UNION NO.38



Affiliated with the International Brotherhood of Teamsters

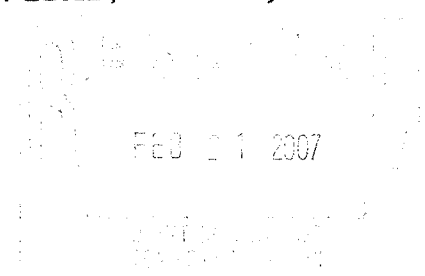
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BARRY G. LUND, Secretary-Treasurer

February 15, 2007



Mr. James P. Hoffa, General President
Int'l Brotherhood of Teamsters
25 Louisiana Ave. NW
Washington, DC 20001-2198

Re: Garnet Zimmerman

Dear Sir & Brother:

Under your direction for the last several years, International Vice President Garnet Zimmerman has been assigned to help out various Locals within Joint Council No. 28. Our Local has been fortunate enough to utilize Garnet's skills in several of our industry-wide bargaining. He was instrumental in achieving industry standards with our Beer Companies, and is currently striving to achieve the same in the Sand and Gravel industry within our Local. Our membership within both of these industries have benefited tremendously due to his negotiations skills.

It has been of incredible value for several of the Business Agents of this Local to have the opportunity to sit in on bargaining with Garnet. He is not only a lead negotiator, but acts as a mentor and teacher to those on his bargaining team.

We, as a Local Union Executive Board, cannot express the gratitude the Local and its staff has to Garnet for his willingness to take up the challenges laid before him, and his ability to meet each challenge with a level of professionalism and success.

Although Garnet will not be continuing on as an International Vice President during your next term, it is the hope of our Local that you will recognize his outstanding performance within Joint Council No. 28's jurisdiction and that he will continue on in a similar role.

In Solidarity,

Secretary-Treasurer

President

Vice President

Recording Secretary

Trustee

Trustee

Trustee