



October 23, 2015

It is my pleasure to write this letter on behalf of Dustin Hall and Paradigm Construction. While I did not know Dustin when we first began our process for additional facilities at Concordia Lutheran High School, I have come to know him well both as a professional and on a personal level. Dustin and his entire operation have been nothing but top-notch from the very first time we met them in the interview process.

In talking with others who had worked with Dustin and Paradigm previously, one thing which stood out was how we works well with all other parties involved in the construction process. He has a way of working through what could be difficult situations by dealing with them in such a way that you realize it was not so problematic after all.

While we have been going through our actual construction, Dustin has always been thoroughly prepared for every meeting we have had. He has taken the time to figure out solutions to any possible obstacles (which will and do arise) prior to these meetings. If something comes up which he was not previously aware of, his follow up to those are quick and thorough.

It is also apparent that the subcontractors enjoy and appreciate working with Paradigm. The Project Superintendent, Kelly Pryor, has clear expectations in his work with them on a daily basis, and it is apparent that there is mutual respect between him and the subcontractors. This is a key for everything to move along smoothly, and that has certainly been our experience.

In all of our dealings with Paradigm Construction, I can easily say that we have been impressed by the whole team through every step in the process. The current project is likely the smallest of all the ones we have planned for our campus. At some level it was a bit of a test for us in working with Paradigm. Going forward, I would not see Concordia using a different contractor due to the very positive experience we have had to date.

It is with no hesitation that I highly recommend Paradigm Construction and Dustin Hall for any project for which they are being considered. Dustin's solid work ethic and outstanding personal traits will provide for a successful venture for you and Paradigm.

Sincerely,

Joel R. Bode  
Head of School