



OFFICE OF HUMAN CONCERN

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September 17, 2004

Mr. Ken Shaffer
Interstate Construction Company
Fax 303 790 9100

REC-111
SEP 20 2004
Interstate Highway Construction

Dear Mr. Shaffer:

This letter is in regard to several of your employees and my encounter with them this past week. My name is Debra Davis and I am a private consultant with the Arkansas Highway and Transportation Department.

Your company has recently been approved to participant in the On-the-Job Training Program, and I went to the job site on job number 030261 this past Tuesday. Without exception, I was treated with utmost respect that went above the call of duty. I can honestly say that the staff on site is the most helpful, courteous, and friendly I have ever worked with.

Specifically, Bill Young, Marcus Mason and someone dressed in cowboy clothes are the three main people I came in contact with. I just felt I needed to acknowledge this behavior to someone in the company, as I suspect they treat everyone this way.

Again, Thank you for the opportunity and sincere pleasure to work with your team.

Sincerely,

Debra Davis
OJT Consultant

DD/dm