



**Halifax Chamber of Commerce**

September 2, 2015

656 Windmill Road  
Dartmouth, NS, B3B 1B8

**Re: Halifax Business Awards – Business of the Year**

I am honored to have been asked to provide a letter of reference for ALL-TECH Environmental Services Limited, in support of their nomination for Business of the Year.

I began working with Crombie REIT in 1977, and first met Terry Smith in 1988 when he worked for Monenco Engineering as a Field Technician. Crombie was renovating the old cinemas at Scotia Square Mall and Terry was charged with overseeing the asbestos abatement of the area. At that time Terry struck me as a driven young man and stood out. In 1993, after deciding to incorporate, Terry approached me as a consultant to work on a renovation of two floors of Cogswell Tower. It was the largest project I had been involved with at this point in my career and I decided to hire ALL-TECH (Terry) to manage the removal of the asbestos. This was Terry's largest project to date, and one of his first under his own company. Terry's knowledge and vision led to a trust between the two of us. There were issues that arose on the project (as with every large project) and Terry took them in stride and was always up for the challenge. He completed his portion of the project on time and within budget.

Over the years I have been involved with numerous projects and I have always relied on ALL-TECH to look after any hazardous materials or air quality issues that have arisen. I recently read a quote that made me think of Terry: "Just constructing his dreams to build new relationships". Terry has always put people first and truly values the relationships he has built over the past 22 plus years and will continue to do so long into the future. I have a real trust in Terry and feel confident in the protection I have in hiring ALL-TECH. Hazardous Materials can be a major issue in any building renovation and there are many possible ways things can go wrong.

I have, at various times, asked the field technicians that are assigned to my projects what they think of Terry and ALL-TECH and the answer is always the same "I wouldn't want to work for anyone else". Even when in conversation with competitors of ALL-TECH, they all say the same thing....."Terry is a great guy and a force to be reckoned with when it comes to his business".

I wish Terry and ALL-TECH all the best in the years to come and can't think of anyone or any company more deserving of the title of "Business of the Year".

A handwritten signature in blue ink, appearing to read "Paul Evans", with a stylized flourish at the end.

Paul Evans

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