



Garrett Kropp, PE

HDR Engineering  
4503 Coleman ST #105  
Bismarck, ND 58503  
701-557-9720  
[garrett.kropp@hdrinc.com](mailto:garrett.kropp@hdrinc.com)

9/16/16

To whom it may concern:

It is my pleasure to provide my recommendation for consideration of Highmark Erectors, Inc. to be incorporated on future substation bid opportunities. As a substation project manager at HDR Engineering, I have many years of experience working with Highmark in order to meet client needs for substation work in North Dakota. Highmark continues to impress myself, colleagues and ND clients for the consistent quality workmanship, ability to meet critical deadlines, and to work cohesively with engineer and client personnel.

Over the years, I have worked with Highmark on multiple greenfield and brownfield substation projects for both McKenzie Electric and Burke-Divide Electric Cooperatives in North Dakota. During those years, I have observed Highmark working in adverse weather conditions to meet critical client workload and project schedules while maintaining high spirits and a friendly presence. Highmark has always been willing to put in the extra effort, provide assistance, and are accommodating to HDR and the client.

I look forward to continue working with Highmark on current and future projects and to see Highmark succeed with other electric utilities. I have strong confidence in Highmark Erectors, Inc. to take on new substation work challenges and succeed on providing quality workmanship.

If there are any questions regarding Highmark's reference, please feel free to contact me at any time.

Sincerely,

A handwritten signature in black ink that reads "Garrett Kropp". The signature is written in a cursive, flowing style.

Garrett Kropp, PE