



April 12, 2010

Tovani Architects
101 Capitol Way, Suite 202
Olympia, WA 98501

RE: Ermias Ephrem

To Whom it may Concern:

It has been my pleasure to have Ermias Ephrem as part of my team while at Ambia. I was a Principal and the Education Studio Lead at Ambia until February 28th, 2010, when I decided to form my own Company, Tovani Architects.

Ermias came to Ambia in September of 2006 with well-developed skills in design and production and quickly became an integral member of our Education Studio. Much of my direct experience with Ermias was during the design and development of documents for Chiawana High School for the Pasco School District. This project was a new facility providing over 330,00 square feet of specialized educational space to serve the expanding needs of the Pasco community. The timeline for this work was compressed by the client who required the new space be ready for occupancy by the fall of 2009. Ermias was instrumental in completion of the documents, on time, which produced a project that bid below budget. Ermias also participated directly in design of several elements and was able to produce compelling solutions to challenging problems with minimal input. He is detail oriented, creative and very thorough. Ermias responded very well as I regularly increased his responsibilities and reduced my oversight of his work.

His interpersonal skills are also well founded. Ermias was able to work with the wide variety of personalities at Ambia and always did so with a smile and quiet intensity appreciated by everyone who worked with him. Principals and staff alike recognized his exceptional skills and pleasant personality and requested his participation on a variety of project teams. Ermias demonstrated flexibility in his willingness to work with anyone on any project toward the good of the Company.

I recommend Ermias without hesitation as a person of outstanding moral character, pleasant demeanor and excellent architectural abilities. I welcome your phone call should you wish to inquire directly about his attributes.

Sincerely,

A handwritten signature in black ink, appearing to read "T. Tovani", written over a horizontal line.

Todd Tovani, AIA
Principal
Tovani Architects
(360) 339-8274