



Winnipeg Old Country Sausage Ltd.

Manitoba Sausage — Homestead Packers

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To whom it may concern:

Mr. Brian Collis of Collis Consulting Inc. has worked with Winnipeg Old Country Sausage Ltd. on several food safety and quality management system initiatives over the past seven years. Two examples are provided below.

In May of 2001, Collis Consulting Inc. was contracted to assess the food safety and quality system protocols of Winnipeg Old Country Sausage. Over the course of several months Mr. Collis worked closely with management to train a HACCP Coordinator and coach/build a responsible HACCP Team to develop and implement effective food safety protocols. Mr. Collis' excellent rapport with management and employees facilitated a heightened awareness, throughout the company, of the importance of following Good Manufacturing Practices (GMPs). Mr. Collis instilled a level of confidence in food safety protocols and operations management that continues today.

In January of 2007, Collis Consulting Inc. was contracted by the company to mentor a new HACCP Coordinator and facilitate the re-engineering of existing food safety protocols to meet requirements of the province of Manitoba's HACCP Advantage Program. The task was daunting with the sudden departure of the HACCP Coordinator mid-way through program development. Mr. Collis took a key leadership role, coaching management and staff to complete the food safety program. Mr. Collis worked well with all parties and stakeholders to ensure the food safety program was established; the food safety program met all government requirements, and the program was completed on time.

In all assignments with Winnipeg Old Country Sausage, Mr. Collis demonstrated strong leadership skills; an ability to work well with employees at all levels to meet assignment goals; and professionalism as demonstrated by the knowledge, skills and commitment to the customer. I would recommend Collis Consulting Inc. for any assignment requiring initiative, leadership and team-development.

Sincerely,

Ken Werner
President