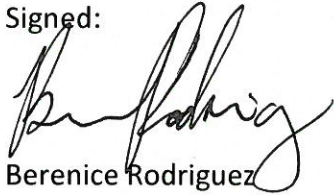


XL CONSTRUCTION COMMITMENT TO FULL-TIME EMPLOYMENT

XL Construction is commitment to our employees and the value they bring to the organization. We believe that full-time employment contributes to the welfare and livelihood of individuals, families, communities and employers.

As such, only 3 out of our 393 employees are currently working on a part-time basis. This means that 99% of our workforce works full-time.

Signed:



Berenice Rodriguez
Human Resources