

Memo

January 6, 2009

To: All Staff - McDowell Electric Inc.

Welcome to the team!

As we turn the corner and head into 2009 the RBI Group is also looking at a new beginning with the addition of McDowell Electric Inc. to our family. I am personally very excited to have this opportunity to welcome each member of McDowell Electric Inc. to join us on our journey. Robertson Bright Inc. is a group of technicians, apprentices, estimators, project managers and administration staff focused on the needs of our clients, our goal is to be the best service provider we can be. Does that sound like McDowell Electric? I already know it does.

As friendly competitors, Dave Graham and myself have developed a close friendship since first meeting in 2000. Knowing Dave to be a man of integrity and sound business knowledge I have full confidence that he has surrounded himself with like minded people who care about their clients and their needs. Our common goal is to make our combined company a place where people are excited to work and be associated with. Please help us reach our goal!

Over the next few weeks we will all need to work together as our companies integrate our operations and begin to take advantage of our individual skills to better service all of our clients. There may be a few bumps along the way so please be patient as we work out any details that may have been overlooked.

If you have any questions or concerns please feel free to speak with Dave or myself at any time. I look forward to meeting each one of you as we have opportunity and once again....Welcome to the team!

Warm Regards,

Wally Budgell
Senior Vice President
Robertson Bright Inc.