



M & T TOOLS PTY LTD (Snap-on Tools Franchisee)

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TO WHOM IT MAY CONCERN

I have been dealing with Peter Beasley for the past 22 years with the last 14 years as the local Snap-on Tools franchisee. I visit Peter's business "Beasley Hydraulics" every Monday morning as my first customer which has enabled me to see all the apprentices on their first day at work. Peter personally conducts the induction for each new apprentice, how I know this is he includes me in the induction showing each apprentice how the high quality of workmanship he aspires to means choosing a high quality tool to perform the work.

I have been fortunate to be there on many mornings to see the young men start their first day of work and have always been amazed at how Peter is obviously very careful in his choice of apprentice. This is evident by observing how very quickly they become part of the team, unlike any other workshop I have seen. The guys have told me about the continual training program that is in place which has seen the business retain and convert apprentices into tradesmen who stay on for many years once out of their time. I would visit at least 100 workshop per week and Beasley Hydraulics is by far the best at doing this.

The other impressive part of Peter's input into his staff is not only the high quality of workmanship they produce but I see a high level of maturity and discipline from all the staff. They display this not only some of the time but every time I deal with them.

By providing such a high level of training and support along with encouragement to the apprentices through their apprenticeship has produced some of the best tradesmen in their field. This has seen the business grow into the success that we see today which is a credit to Peter and his management team.

Yours sincerely

Michael Palu