



November, 2018

Attention: Cathy Saunders, City of London

Re: Reference for Ted Melchers

I have known Ted Melchers for almost 20 years since he has been a member of the London Home Builders' Association. It didn't take long before Ted's value as a responsible, dedicated and talented business owner were evident and he was welcomed onto to our board. As the CEO of the LHBA, I have come to quickly recognize that along with competencies, that attitude is an essential attribute. Working with Ted, as he chaired our Renovators' Council and worked his way up to President, there was never any doubt that he would be fully engaged in whatever the task was. During his years as President Elect and President, I had the honour to support Ted as he participated on the Ontario Home Builders' Association's board and was chosen by the Canadian Home Builders' Association to fill one of their prestigious board positions after a major restructuring that consolidated the board; making business skills and abilities even more essential for our national board.

After years of working with Ted, and countless hours waiting in airports as we travelled across Canada for conferences and board meetings, I gained a great appreciation for Ted's business abilities. It's been a few years now since Ted fulfilled his term on our board, but he remains engaged in the association and is always willing to represent the industry, albeit speaking with politicians about industry concerns, advocating for apprentice opportunities for our younger generation or lending his construction knowledge wherever needed. He is one of those unique individuals who always follows through when he's given his word, despite the needs of his own growing business. From a board perspective I have come to understand his immense value. I know that if Ted has undertaken a task, that I can relax and have confidence that it will be done and done extremely well.

Ted has built a large very successful renovation company and managed multiple large complex residential and commercial projects at a time, that has won his company numerous awards from the LHBA. In recent years, he has also built new homes and developed property in Komoka providing much needed housing at various price points to serve the needs of his community.

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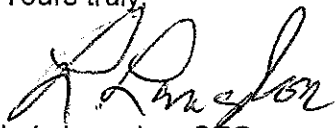
Ted is highly respected amongst his peers across Canada and has demonstrated not only business and technical construction capabilities, but also financial management, decision-making, exemplary interpersonal and customer service, effective communication, ethical negotiation, project management and planning, time management, networking, problem solving, organizational abilities and of course leadership skills.

Ted has been awarded an LHBA President's Award and also a Mowbray Sifton Award for the highest level of personal achievements within our industry.

He is also kind and has a caring heart and is always the first to step forward and spearhead community projects such as a major renovation of the Southdale Chaplaincy within the LMHC; he has participated as a team captain in the annual Business Cares Food Drive numerous years and for many years, along with his wife, son and daughters and their spouses, has been a strong supporter of the Bethanys Hope Foundation, along with supporting many other small local community organizations.

Through his connection with the LMHC Southdale complex and his work on the LHBA board, Ted is familiar with the challenges of public housing, their future regeneration and tenant support needs, and the important role that the Housing Development Corp. and the City play in support of the LMHC. I am confident that he would dedicate himself to LMHC's future success and bring real value to their Board of Directors.

Yours truly,



Lois Langdon, CEO
London Home Builders' Association

London Home Builders' Association

Mission Statement - LHBA is committed to provide a forum for its members to share information and experience; promote ethical building and business practices; be the voice of the residential construction industry in London and to work towards the betterment of our community.

TEAM - Together Everyone Achieves More

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