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The Honorable James Mayberry
Mayor, City of Crossville
139 S. Main St.
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The Honorable Kenneth Carey Jr.
Cumberland County Mayor
2 N. Main St. Suite 203
Crossville, TN 38555

Mr. Brad Allamong
President
Crossville-Cumberland County Chamber of Commerce
34 S. Main St.
Crossville, TN 38555

Mrs. Rebecca Smith
Upper Cumberland Regional Director
Tennessee Department of Economic and Community Development
312 Rosa L. Parks Ave.
Nashville, TN 37243

January 11, 2016

Dear All,

Today an announcement is being made by SKF USA Inc. regarding the transfer of work from Hebron, KY to CoLinx in Crossville. We have been referring to this as Project Horizon until today. The result will be the creation of up to 150 jobs with hiring beginning in April.

This announcement would not have happened without collaboration. CoLinx is a joint venture owned by a group of collaborative manufacturers. By sharing technology, trucks, common space and people's skills, the manufacturers get delivery speed and efficiencies not easily matched outside of the joint venture.

We needed the City, County, Chamber, and State officials to collaborate with us to make this project happen. The cost of moving and preparing space is very high, and

without the assistance provided, we don't believe we would have been the best choice for SKF. You all played a major role in making Project Horizon a reality! Please accept our profound thanks!

This announcement would also not have happened without the people of CoLinx being really good at what they do! There is a reason why we offer jobs with a total compensation package valued at over \$45,000 per year. We need your brightest and best! We package and ship products that make machinery run, and provide jobs for people in North America and beyond.

To further support our commitment to the people of the Plateau, we urge you as a group to work hard to collaborate further. We are hopeful that you can improve vocational training programs. Most of our jobs don't require college degrees, our compensation package is on par with the pay of many college graduates, and we promote from within. Our VP of Operations began as a temporary employee.

We are hopeful you can collaborate to improve the local healthcare facilities. We have demonstrated our commitment to health care through our collaborative wellness center. If we had not collaborated with TLD Logistics, we could not have made the wellness center happen. One of our executives is giving substantial time to improve local healthcare serving on the local hospital board.

Growth can't happen without access to more employees. We need employees that can work during times outside school hours. We urge you to collaborate to create childcare options that match the hours of local employers. We want CoLinx people to build strong families.

With this project, we are consuming all of the remaining warehouse space in the area. We urge you to make land and space available for future growth as you have in the past. This growth announcement does not have to be the last.

As demonstrated by deeds, CoLinx is committed to being the best choice for our owners and our employees. Being the best choice doesn't mean doing the same old things. It requires innovation and collaboration.

As a group, we have proven that collaboration works with Project Horizon. Abraham Lincoln said, "That some achieve great success, is proof to all that others can achieve it as well." We seek to build a legacy of collaboration. We are committed to working with you all to collaborate more to build a better CoLinx and a better quality of life for the people living in Crossville and surrounding areas.

Thanks again for all of your encouragement and support!

Sincerely,

A handwritten signature in blue ink, appearing to be "John", written in a cursive style.