

July 29, 2009



Raymond J. Reese, SIOR, CCIM
Senior Vice President
CB Richard Ellis
4400 West 78th Street, Suite 200
Minneapolis, MN 55435

RE: Letter of Appreciation

Dear Ray,

I am writing to thank you and your team members Brian Fogelberg and Neil Kolatkar for the significant contribution your CB Richard Ellis team has made in helping Uponor North America develop and implement a successful strategic real estate plan.

Over the past three years you have supported our corporate vision and helped us streamline, re-position and optimize our real estate portfolio. Your dedication to us, attention to detail, market knowledge, forward thinking and understanding of our business and the real estate process has resulted in facility decisions that have provided the best possible solutions for us and has demonstrated your ability to help companies align their real estate plans and actions with their strategic goals.

Together, we have developed and executed against an excellent plan to accomplish the following:

- 272,000 SF Lease extension at our former DC with a flexible no-cost termination right;
- 20,000 SF Lease of a new Canadian Distribution Center in Calgary, Alberta;
- 65,000 SF Pending sale of a former manufacturing facility in St. John, New Brunswick;
- 285,000 SF New Built-to-Suit North American DC (LEED Silver) in Lakeville, MN; and
- 5,000 SF R&D facility in Lakeville, MN

These transactions have resulted in Uponor North America optimizing its facility footprint in North America to align with our strategic goals, and I look forward to working with you and your team in the future when needs arise.

Please feel free to consider me as an enthusiastic reference for any future clients seeking a true business partner who can help contribute to the corporate bottom line.

Sincerely,

A handwritten signature in red ink, appearing to read "Dan", is positioned below the word "Sincerely,".

Dan Hughes, Real Estate and Development Manager

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