



October 24, 2007

William D. Marshall
 Chief Executive Officer
 Crossroads Industries, Inc.
 2464 Silver Fox Trail
 Gaylord, MI 49735

Dear Mr. Marshall:

It is my pleasure to inform you that Crossroads Industries, Inc., has been accredited by CARF for a period of three years for the following services:

Community Services: Community Integration

Employment Services: Community Employment Services: Job Development
 Employment Services: Community Employment Services: Job Supports
 Employment Services: Community Employment Services: Job-Site Training
 Employment Services: Organizational Employment Services

Governance Standards Applied

This accreditation will extend through October 2010. This achievement is an indication of your organization's dedication and commitment to improving the quality of the lives of the persons served. Services, personnel, and documentation clearly indicate an established pattern of practice excellence.

Your organization should take pride in achieving this high level of accreditation. CARF will recognize this accomplishment in its listing of organizations with accreditation, and we encourage you to make this accomplishment known throughout your community. Communication of this award to your referral and funding sources, the media, and local and federal government officials will promote and distinguish your organization. Enclosed are some materials that will help you publicize this achievement.

The survey report is intended to support a continuation of the quality improvement of your services. It contains comments on your organization's strengths as well as suggestions and recommendations. A quality improvement plan demonstrating your efforts to implement the survey recommendations must be submitted within the next 90 days to retain accreditation. Guidelines and the form for completing the plan are enclosed for your use. Please submit this report to the attention of the customer service unit Administrative Coordinator.

Your Certificate of Accreditation is being sent under separate cover. Please note that you may use the enclosed form to order additional copies of the certificate.

If you have any questions regarding your organization's accreditation, you are encouraged to seek support from a Resource Specialist in your customer service unit by calling extension 131.

We encourage your organization to continue fully and productively using the CARF standards as part of your ongoing commitment to accreditation. We commend your commitment and consistent efforts to improve the quality of your services. We look forward to working with your organization in the future.

Sincerely,

A handwritten signature in black ink that reads "Brian J. Boon". The signature is written in a cursive style. To the right of the signature is a vertical red line.

Brian J. Boon, Ph.D.
President/CEO

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Enclosures