



Architecture
Interior Design
Engineering

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EOE

RE: Reference Letter for

Craig Lindell & Associates

Wayzata, Minnesota

TO WHOM IT MAY CONCERN

Craig Lindell and his staff have worked with BKV Group since 1998 on many key staff searches. The firm's recruiting work has enhanced our firm's staff growth, leadership transition and project development. The professional staff that have joined our firm thru Lindell & Associates has included architects, engineers and designers. Most have been identified while actively involved at their prior firm and have been motivated to talk with our firm.

The recruitment process has been focused and thorough and detail. We have been treated well and have continued to rely on Lindell & Associates to be a key part in our firm's growth.

Sincerely,

J. Owen Boarman, AIA

Chairman

BKV Group Inc.