



Urban & Environmental Planners
Landscape Architects

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Mr. Craig Lindell
6716 West Shore Drive
Edina, MN 55435

Re: Services by Search Specialists

Dear Craig,

I would like to thank you for the excellent work that you and your organization did in securing Tim Campbell for us as a Senior Designer.

I must admit that when I first contacted you, I was skeptical as to the value of Search Specialists and was somewhat hesitant to commit to the finder's fee. As a result of our working together over the last several weeks, I have completely revised my opinion of the value of your organization and will definitely use your services in future situations where we need to attract highly skilled staff to our firm.

Until we started working together, I had no idea of the sophistication and skill that is necessary to attract really high quality talent to our company. Once again, thank you for a difficult job superbly done. Do not hesitate to recommend me as a reference to other perspective clients.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian C. Canin". The signature is fluid and cursive, with the first name being the most prominent.

Brian C. Canin, AIA, AICP
President

BCC/dtm