



HNTB ARCHITECTS ENGINEERS PLANNERS

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Mr. Craig Lindell, President
Search Specialists
2655 North Shore Drive
Wayzata, MN 55391

Dear Craig:

Thank you for finding Sean Cassidy for us. As we discussed, finding someone who is happily employed increases the probability of a "successful hire" dramatically. You were able to talk with and screen many more people than we could possibly have done.

From the start you listened to our specific requirements. We asked for a registered HVAC engineer who had five years experience with a small to medium sized consulting engineering firm working for architects. You concentrated on penetrating those organizations with emphasis on the names of the firms we felt had the most potential for spawning the individual meeting our expectations.

I also agree that resumes are excess baggage. No intelligent, happily employed person would allow his resume to be anyone else's hands, particularly a recruiter. There are times when very valuable employees become available due to market shifts or personal reasons, but the recruiter who sends out resumes often deals with the unemployed, the underemployed and the disgruntled.

You worked hard for us and identified candidates we wouldn't have found. Thanks.

Sincerely,

HNTB Corporation

John D. Brothers, P.E.
Vice President