



HOWARD NEEDLES TAMMEN & BERGENDOFF
ARCHITECTS ENGINEERS PLANNERS

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 (816) 472-1201

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

Dear Craig,

I want to express my appreciation for your excellent work in finding and securing Mark Urban, an exceptional candidate for HNTB's Engineer/CADD Application Support Specialist.

Two aspects of your work that I found to be outstanding:

- Your ability to quickly understand and focus in on the specific needs of the HNTB position and find high quality candidates for HNTB to consider that meets those needs.
- Your ability to work with the selected candidate to identify and overcome issues associated with the candidate making a career change.

Without your insight into what issues a candidate struggles with in making a decision to change careers, I don't believe HNTB would have the opportunity to add to HNTB's staff an employee the calibre of Mark Urban.

Again, thanks for an excellent job. It was a pleasure working with you and I hope the opportunity presents itself again.

Sincerely,

HOWARD NEEDLES TAMMEN & BERGENDOFF

Roger L. Tate
 Director Technical Computer Services

bbs