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Mr. Craig Lindell
SEARCH SPECIALISTS
2655 North Shore Drive
Wayzata, MN 55391

Dear Craig:

I wanted to follow-up the completion of your recent engagement by our firm with a written confirmation of the quality and diligence you demonstrated in successfully filling the two positions we had open. I've always been apprehensive about engaging a recruiter, but you demonstrated a unique approach to the job given you, and I wanted to complement you on it's ultimate success. You prepared for the task in an organized way, discussing our objectives and expectations and establishing a time frame which you not only kept, but often had to challenge me to stay with, as well.

As we discussed in our earliest conversations, it was absolutely essential that we hire the right individuals to become LRC's Vice President of Technical Services and Manager of Landfill Operations. Skills, experience, personality and future potential were imperatives we required you to balance as you identified, screened and introduced candidates to me for consideration.

As you and I are both aware, the business of recruitment is too often simply shuffling resumes between job seekers and employers. However, you sought out qualified individuals, who more often than not weren't originally looking to change jobs. You explained the opportunities which opened them up to considering the positions and then brought the best candidates to me for evaluation. Almost without exception, the individuals I talked to were serious contenders for the positions we were filling.

I believe it is also important to comment on the significance of your role in assisting me to get acceptance once I was satisfied we had the right candidate. You did this by actively engaging the candidates in a way which allowed them to fully appreciate the opportunity available to them. When necessary, you even brought the spouses into the decision-making process, understanding the critical nature of their

input into the decision to give up a secure job and even to relocate their homes.

I think the tribute to what you assisted us in accomplishing was the surprise among industry consultants, regulators, competitors and former employers with the quality of the individuals who accepted these positions. I wouldn't hesitate to retain you again, if the opportunity comes. In fact, I believe you could do an equally fine job outside the environmental industry as you did for me inside the industry. Thanks again for the work you did.

Sincerely,

Phil

Philip S. Cali
President

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