



POST, BUCKLEY, SCHUH & JERNIGAN, INC.

1909 SUMNER STREET
P.O. BOX 106
COLUMBIA, SOUTH CAROLINA 29202
803/256-8458

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

Dear Craig:

This is to express my appreciation of your services in the hiring of Mike Pelletier and Randy Hunt. I apologize for not writing sooner, but my work load has been intense for the past several months.

As I indicated to you, my initial reaction with any search firm is quite suspect. However, you proved differently by providing qualified candidates for interview and ultimately, to have someone of Mike's caliber accept an offer during a time when the office was in extreme turmoil. Both Mike Pelletier and Randy Hunt have made major contributions to the project team. Not only have they provided the technical support we were so lacking in their field of expertise, their presence has increased office morale.

With my work load and expertise in a different area than Mike and Randy's, I would not have come close to filling these positions as well as you did.

Thanks for your good work.

Sincerely,

POST, BUCKLEY, SCHUH & JERNIGAN, INC.

A handwritten signature in cursive script that reads "Virginia G. Clark".

Virginia G. Clark, P.E.
Project Manager

VGC/mbc

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