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> Craig Lindell, Search Specialist 6716 West Shore Drive Edina, MN 55435

Dear Craig:

I have enjoyed working with you over the last nine to ten years and have appreciated the high-caliber personnel you have found for our firm. Most of the people you have recruited are still with us and all have remained for at least three to four years. The people have progressed well and all of them have had successful careers. I hope to utilize your fine service in the future, when the need for quality personnel arises.

Very truly yours,

Kaare O. Faber, PE

Vice President, Engineering

KOF/jah

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