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Mr. Craig Lindell  
Craig Lindell & Associates, Inc.  
2655 North Shore Drive  
Wayzata, MN 55391

Dear Craig:

I wanted to thank you for the work you and your organization did on the most recent search you completed for us.

I look to you when timeliness; accuracy and quality are important in a search. While it could be said that these qualities are important in every search, they are most important when the positions are mission-critical to our organization's future.

The candidates you sent me within the first week of the search showed me how accurately you understood the specifications of the search. They had the right background; the right experience; and the right focus in their understanding of the basic and subtle requirements of the job. But the quality of the candidates was most noticeable in the high level of their proven achievements and capabilities.

I will call you again. It was a pleasure working with you.

Sincerely,

A handwritten signature in black ink that reads "Lawrence W. Miller". The signature is written in a cursive style with a large, stylized initial "L".

Lawrence W. Miller  
Vice President -- Human Resources  
LWM/k

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