



Date: 10/29/12

Re: Something I wanted to express to you recently

Dear Tara,

I know we have just started our client – search consultant partnership relationship less than 90 days ago, but I believe it's time I take a moment to share a little positive feedback with you.

And as you likely know about me by now, I'll be the first to admit that my reputation for having rather high expectations is not without at least some merit. In fact, some say they may be unrealistic and unreasonable (my expectations, not myself!).

But with this being said, I want to let you know how more than satisfied and impressed I am with the many qualities I believe you bring to this important business relationship, including:

- Your ability to “hit the ground running” in terms of your focus, eagerness to listen to your clients and learn not only about the nuances and job requirements of each high priority search but also the essentials of our company and our unique company culture – many of which are so critical to not only ensuring we find the most talented candidates but true “A” players who will be an excellent fit with our company’s culture.
- You have an extraordinary ability and motivation to be very highly responsive AND AVAILABLE 24/7 – a rare gift in this day and age of eroding customer service levels that I believe we see so rampant in business today.
- You have an excellent eye for identifying really special talent across several functional areas, including your ability to partner with someone like me in my role to “close the deal”. This is an essential asset to bring to our kind of business relationship and in my experience, you do this as well as the best search and recruiting professionals I have known throughout my career – and far better than 95% of the best out there today and yesterday.
- Last but not least – you have a genuine interest and willingness to create a “value proposition” for and with your client which I believe is one of the fairest and most reasonably priced that I have ever seen! I thank you – and so do my CFO and CEO.

I would be remiss if I didn't share with you some positive feedback one of our recent success stories took the time to share with me about you --- *"Art, one other thing I wanted to just tell you was how great it has been to work with Tara. I think you hired her team to find guys like me, and I can tell you that she is one of the most professional and competent recruiters I have ever worked with or talked to. I'm sure you already knew that, but I just wanted to reiterate it".*

Tara, please know how much I have grown (and rather quickly) to truly appreciate and value all you do for us here at Pate Dawson and how much I hope we have you to partner with us as we continue our exciting journey to grow and build a great company – one that gets bigger and better each and every day.

If you ever have the need for someone to speak on your behalf or recommend you as an excellent search partner, please do not hesitate to ask.

Sincerely,

Art

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