



Hanson Pipe & Products, Inc.
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January 5, 2004

Mr. Rick Nelles
Princeton Search Group
4700 West 77th Street, Suite 110
Edina, MN 55435

Dear Rick:

As I told you when you first called, we normally do not use recruiting firms to fill our positions but I am glad you persisted. Last year your recruiting efforts helped Hanson Concrete Products fill two positions that we had been working on for almost a year. You filled both positions in a short time. What I appreciated most about the plant management position in Tacoma, Washington was that you found someone local so we did not have to pay relocation costs to get a qualified hire. The area manager and I thought we might have to go outside the area. The lead foreman position in Minneapolis needed to be filled quickly as we were behind and trying to catch up on our orders. Both the hiring managers you worked with said they were pleased in that you did not waste their time with unqualified candidates and they felt good about the hires.

Please feel free to have anyone call me on the service you offer and I look forward to working with you in the near future.

Sincerely,

A handwritten signature in cursive script that reads "Gregory P. Corrow" with the initials "(GHC)" written below it.

Gregory P. Corrow
President, Western Region
Hanson Pipe & Products, Inc.