



August 28, 1998

Rick Nelles
Career Directions
7525 Mitchell Road Ste 304
Eden Prairie MN 55344

Dear Rick:

Thank you for the excellent work you have done for us over the past year. Your efforts have assisted me in adding very qualified and capable individuals who not only meet our current needs but will ensure a strong future for TAPEMARK's businesses.

In particular, I was both pleased and impressed with the strategies you developed to recruit. For the sales manager position, you quickly and successfully contacted individuals working in the industry who met our specific qualifications profile. All the candidates were on target making the process very efficient for us. In the case of the Vice President of Sales & Marketing, your strategy resulted in a pool of highly qualified individuals who met our needs for experience in a very specialized market niche.

In both searches, your professional and enthusiastic approach sparked the interest of individuals not actively engaged in a job search. That is a credit to your understanding of your client and your own salesmanship.

Again, thank you and Mike for your efforts. Your attention to the details and custom approach to each search paid off for TAPEMARK.

Sincerely,

Kim Mueller
TAPEMARK

