



December 3, 2008

Mr. Randy Hain
Managing Partner
Bell Oaks Executive Search
One Glenlake Parkway, Suite 1000
Atlanta, GA 30328

Dear Randy:

I would like to share with you my appreciation and gratitude for the outstanding job you and your firm recently performed for the Atlanta Union Mission in placing our new CFO. In our first meeting, you spelled out clearly and accurately the process, how long the search would take, what differentiated your firm from your competitors and demonstrated a clear understanding of the skill, culture and leadership fit that was required. This was further demonstrated by the fact that each candidate you presented to me would have been an asset to our organization.

Beyond my pleasure with this very successful search experience, I have been impressed with the community focus of your firm and the real sense of stewardship that I see in everything from your non-profit board memberships to the generous giving of your firm's time, talent, and treasure to the needy of our community.

I will be a strong advocate for your firm moving forward and look forward to future ways we can partner and collaborate. Again, thank you for a job well done.

Sincerely,

A handwritten signature in black ink that reads "Jim Reese". The signature is written in a cursive style with a large, sweeping "J" and "R".

Jim Reese
President and CEO
Atlanta Union Mission