



November 17, 2004

Subject: Executive Solutions for Leasing and Finance, Inc.

To Whom It May Concern:

I appreciate the opportunity to provide an overview of my experiences in working with Teri Gerson and Executive Solutions for Leasing and Finance, Inc.

Having been in sales/sales management for over twenty years in the financial services area, I am acutely aware of how successful relationships can help achieve goals and drive success. It is the relationship with Executive Solutions that has allowed me to fill a number of staffing requirements for many years.

Upon joining Bell & Howell Financial Services ("BHFS") in 1999, I was faced with some critical staffing needs. I contacted Teri due to the relationship developed over the last several years. In conjunction with the B&H Human Resources team we were able to accomplish the mission of filling some staffing requirements quickly.

I view her success and "six-sigma" approach to her business due to several attributes as follows:

- **Leadership** - Teri has established herself as one of the premier search firms in the financial services world. Due to her vast knowledge, deep resources and professionalism, she has clearly displayed those qualities of a leader.
- **Results Oriented** - Once given the task at hand, she clearly articulates the objectives to her prospective candidates and effectively handles any obstacles along the way and delivers on commitments.
- **Communications** - listens and communicates effectively, while maintaining expeditious response and feedback timeframes.
- **Strategy Oriented** - she has demonstrated an effective balance between the interests of both her candidate's interests and those of the organization she is retained for. She also understands how to not only posture a candidate strategically for the short term, but ultimately what the contributions will be for the long term interests of both the company and the candidate.

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In the extremely competitive world of leasing and financial services, it is critical to work with a search firm that is trustworthy and flexible. I would eagerly endorse Executive Solutions as a company that exemplifies those qualities.

Best regards,

Carl Bretzman  
Director of Business Development