

November 29, 2011

Sandford A. Lechtick
President
Esquire, Inc.
21241 Ventura Blvd., Suite 182
Los Angeles, CA 91364

Dear Sandy:

Thank you for handling my move from Bingham McCutchen to Dickstein Shapiro. You hooked me up with a terrific law firm that matches well with my practice and career objectives. Chairing the firm's West Coast labor practice is an outstanding opportunity. In addition to your match-making skills you were extremely effective handling critical matters behind the scenes: compensation negotiations, keeping meetings on track and facilitating communication on sensitive topics.

It is certainly refreshing to work with a headhunter that has such an outstanding grasp of the market and is trusted by so many decision-makers. As you can imagine, over the last three decades practicing with major firms like Proskauer and Bingham, I have been contacted by many recruiters - some of the best in the business. Few measure up to your professionalism, energy or stick-to-itiveness. Looking back, you initially made contact with me more than two decades ago when I was a partner at McKenna Conner & Cuneo and have continued to present potential opportunities to me almost every year since.

Over the years, I always enjoyed our shop-talk discussions concerning partner moves, general trends and your market insights. And now 23 years later, you have found me a new home. Sandy, you give new meaning to the word "tenacious".

Thanks again for all your assistance, expert advice and helping make this transaction happen.

Sincerely,

Arthur Silbergeld