

Layman, Jones & Dye

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Mr. Sandford Lechtick
President
Esquire, Inc.
22222 Sherman Way, Suite 202
Los Angeles, California 91303

Dear Sandy:

As I approach the first anniversary of my joining Layman, Jones & Dye, I wanted to take a moment to thank you and your organization for your assistance in locating this opportunity for me, and for all your counsel throughout the interviewing process. My experience here has been terrific; I am working with outstanding lawyers (who are also outstanding people), and my bankruptcy practice is growing rapidly.

As you know, I had spent 13 years at my last firm; as a result, I had been out of the "job loop" for many years, and had little first-hand knowledge of partner-level recruiting. When I decided to explore opportunities, the number of choices and the amount of time required by the process were somewhat overwhelming. What distinguished Esquire, in my view, from some of the other search organizations with which I became acquainted was not only your broad knowledge of the market trends relevant to "senior partner" placements, but also your personal and extremely frank approach. Simply put, you didn't waste my time with a "scattergun" approach; you took the time to arrange interviews with firms that closely matched my goals and interests.

Esquire's familiarity with the Orange County market was also quite valuable. After practicing in Los Angeles for almost 20 years, the opportunity to become a partner in a leading Orange County firm was an attractive opportunity, but presented many unknowns and, of course, a significant lifestyle change for my family and myself. Your solid advice and complete candor throughout the interviewing process were tremendously helpful to me in making the right decision and joining Layman, Jones & Dye.

Best personal regards,



Peter C. Bronson