

**DANIEL G. MURPHY**  
**1763 Stone Canyon Road**  
**Los Angeles, CA 90077**  
**Tel 310.476.2253**

December 2, 1996

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

Dear Sandy:

I would like to thank you for the highly professional way you assisted me in moving my practice to Loeb & Loeb LLP. As you know, I evaluated several search firms before I selected Esquire. Having spent my entire 14 year career with Debevoise & Plimpton, it was particularly important that I work with a headhunter who not only knew the market inside and out, but had the insights to help counsel me concerning this critical point in my career. While one of my former Debevoise colleagues (who ultimately joined McDermott, Will & Emery as a partner) spoke highly of you, your performance exceeded my expectations.

Your analysis of which specific firms would best advance my career was right on target. I was pleasantly surprised that you were able to set up eight interviews with outstanding firms in a relatively short time frame. Through your efforts, I was able to get an excellent cross-sampling of several top Los Angeles, San Francisco and national law firms. This process and the key decision makers with whom I met provided excellent comparisons in terms of management style and philosophy, infrastructure, practice compatibility, compensation and related issues. I found this process most helpful in determining which firm to join.

As I mentioned to you earlier, many headhunters are too aggressive, too pushy and a pain to deal with. Some are a nuisance and will not leave you alone. I found it a pleasure working with you and your organization. Even the partners I met who had negotiated placement fees with you said they liked working with you. This appears to be an exception to the rule.

Sandford A. Lechtick  
December 2, 1996  
Page 2

I would like to thank you and your organization for your hard work, enthusiasm and professionalism in advancing my career. I will recommend you highly to any lawyer looking for a top-notch legal search firm.

Sincerely,

A handwritten signature in blue ink, appearing to read "Dan Murphy", with a long horizontal flourish extending to the right.

Dan Murphy

MDA10590.L02