

# LOEB & LOEB LLP

A LIMITED LIABILITY PARTNERSHIP  
INCLUDING PROFESSIONAL CORPORATIONS

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Sandford A. Lechtick  
President  
Esquire, Inc.  
21241 Ventura Blvd., Suite 272  
Woodland Hills, CA 91364

Dear Sandy:

Once again, your timing was great!

In the last six years you have twice played a major role in advancing my career. In 1998 you brokered my move from a small firm to a large firm (Crosby, Heafey). After Crosby Heafey merged with Reed Smith making it a 1000 plus lawyer firm, I eventually concluded I needed a different platform and ideally one better suited for my area of expertise - trusts and estates. You found the perfect home for me and brokered the deal with Loeb & Loeb, a terrific firm. While I was initially skeptical of making another move and had very high requirements, your tenacious, "soft-sell" pitch won me over.

Sandy, I would like to thank you, not just for your uncanny timing, but also your professionalism and match-making ability. You are clearly head and shoulders above most other headhunters. I will not hesitate to refer top candidates to your attention.

Sincerely,

Ronald C. Pearson  
for Loeb & Loeb LLP

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