

June 26, 2008

Re: Reference letter for The Johnson Group, Inc.

To Whom It May Concern:

Before meeting Chris Johnson, ANOVA Architects rarely utilized recruitment firms. The few times we had tried left us bitterly disappointed. Some recruiters promise many things, but deliver very few. Others did not hold themselves to as high of a professional ethic as we felt they should. So we struggled to try to recruit through the standard methods, with again, disappointing results.

Toward the end of 2006, we knew we needed to do something different. This happened just about the same time Chris called to request I join him for lunch to explore how his firm might be able to help ours. Chris took the time to listen and get to know the special nuances of exactly who we are, the needs we have in the area of our technical staff, and the culture we have developed for our office that fosters teamwork and collaboration. This knowledge helps Chris to assess potential candidates for the right "fit" for ANOVA.

In 2007, The Johnson Group placed nine (9) candidates in our firm. All but one are still a valuable part of our team, contributing to our company's success. There have been occasions when we are just not sure of a candidate's skills and abilities to develop professionally or be a good fit for our office, and so we have been able to utilize the contract to hire option. This process has also proven to be successful.

Overall, I have found Chris Johnson and his staff to be straightforward, easy to work with and I believe they approach their work with integrity. I have an easy and comfortable relationship with Chris and believe we have reached a point where we can say what we think and move forward. These traits have given me a high level of comfort in continuing our working relationship long into the future.

I am very comfortable recommending The Johnson Group's services to my associates and have done so.

If you have any questions regarding what it is like to be a client of The Johnson Group, please feel free to give me a call at: 530.626.1810.

Sincerely,



Kathy Witherow

Principal

Client & Employee Relations

WHERE WHAT IF MEETS WHAT WORKS

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