

ENSR

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June 26, 2008

Chris Johnson
The Johnson Group, Inc
9300 West Stockton Blvd., Suite 108
Elk Grove, CA 95758

Subject: Letter of Appreciation from ENSR Corporation

Dear Chris,

I want to express my sincere appreciation for the level of service you and your recruiting team provided ENSR Corporation (ENSR) during our recent push to identify a new senior leader for one of our key client account programs. The individual we were in search of had to possess a unique blend of experience and positive standing with a specific client, a demonstrated track record of success with that client, and a wide spectrum of technical and management competencies, not to mention cultural alignment with ENSR's core values.

The Johnson Group went beyond simply funneling candidates who were actively seeking new employment to ENSR and provided a unique, high value-added service. In doing that, The Johnson Group proactively used the detailed criteria we outlined and developed leads that were not easily found in the market. Once identified, several members of your recruiting team, including Dominic DiCarlo and Michael Ponce, worked with me on a daily basis while we were in discussions with those candidates.

Ultimately, ENSR hired a stellar candidate who fit all our rigorous criteria for this critical leadership position. In my experience, recruiting firms who are able to understand their client's needs and proactively identify and target matching candidates provide the highest value. The concept of one superior candidate outweighing ten average candidates is an important aspect of recruiting, and The Johnson Group strives to achieve this axiom of corporate recruiting.

Many thanks for your efforts and energy.

Sincerely yours,



Timothy Burchfield
Operations Manager – Sacramento Office
ENSR Corporation