



March 4, 2005

Mr. Gene Whorl  
Career Associates LLC  
21 SE 3rd St., Ste. 500  
Evansville, IN 47708

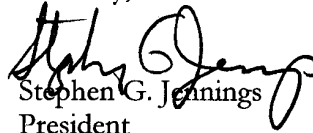
Dear Gene:

In reflecting on administrative hires I have made since arriving at the University of Evansville, I wanted to commend you and Career Associates for the superb job you did in facilitating the University's search for a Vice President for Fiscal Affairs and Administration. Given the critical nature of this particular hire, it was very important that a consulting strategy be employed that would yield a good fit for both the candidate and the University.

In addition to properly identifying and evaluating the credentials and experiences of qualified candidates, Career Associates handled the search in a thorough, professional, and confidential manner. The skill and finesse with which your firm honored the confidential nature of the screening and interview process of local candidates was particularly noteworthy. With your assistance, we were able to identify and hire a highly-qualified, well-respected individual from the Evansville area who continues to oversee the fiscal and administrative services side of the University with real distinction.

I am grateful, Gene, for the professional, top-quality employment services offered by your firm. I would be glad to serve as a reference for others who are considering utilizing your services in the future. My best to you and Career Associates in all your future endeavors.

Sincerely,



Stephen G. Jennings  
President

SGJ: pal