



November 4, 2009

To Whom It May Concern:

As Director of Operations for Nadel's Commercial (office, multi-family residential, mixed-use, hotel, high-rise) Division, Jeffrey continually monitored the financial status of all projects. He was able to detect troubled projects early and develop alternative strategies to maintain project budget and schedules.

Among his other responsibilities, Jeff prepared and reviewed Owner-Architect and Architect-Consultant Agreements, Fee Proposals and Requests for Additional Services. He also established procedures and standards to improve project quality and performance. Jeffrey assisted in managing Nadel's satellite offices, legal and accounting matters.

Business-oriented and self-motivated, Jeffrey's willingness to accomplish challenging and diverse tasks contributed to improved business operations and profitability of the firm. We recommend Jeffrey to future employers within the design and construction industry.

Sincerely,

Nadel, Inc.

A handwritten signature in blue ink that reads "Richard Hampel". The signature is stylized and fluid.

Richard Hampel
General Manager and Executive Vice President

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