



May 30, 2008

We have worked with Kirk Palmer and Associates on a number of executive searches. They have been professional, thorough, and highly effective in the placement of talent in 6 key positions over the past 7 years. In one recent search, they sourced a Group Vice President position who was promoted within one year to the Senior V.P. of Merchandising position in our organization.

Kirk and his team source and screen talent to the point that every candidate we have seen in person was a genuine consideration for the position. We continue to use Kirk Palmer and his team as one of a very select few retained search firms.

I would highly recommend them to anyone based on their competency, character, communication, and consistently exceeding our expectations in placing talent in any executive position.

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David Beach
VP Workforce Planning and Development