

April 2008

To whom it may concern:

We retained Kirk Palmer to find for us a unique individual. We were looking for a person who could not only be a Chief Merchandising Officer and help quickly turn around our business, but be qualified to assume the role of President within a short period of time. This was certainly a tall order.

Kirk spent the time to not only understand the requirements of the position to be filled, but the personality and culture of our organization. He knew from the beginning that cultural fit was just as important as professional background.

Communication is clearly a core competency of Kirk's. He went to work right away, keeping me posted on his progress. We discussed each candidate he met with, ensuring we were on the same page with the type of person we were looking for. Kirk never wasted my time. He carefully selected a few candidates for me to meet with, and each one I found to be exactly as he described.

His deep relationships in the industry ensured that each candidate was well researched through a variety of independent sources. Once we agreed on the best candidate, Kirk helped get our offer accepted, and then worked to keep the deal closed.

In the end, I realize I could have let Kirk hire the candidate without interviewing her myself. I highly recommend Kirk Palmer to anyone looking to fill a critical position in their organization.

Doug Ewert
President & Chief Operating Officer
The Men's Wearhouse
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