

VSA PARTNERS, INC.
415 NORTH TENTH STREET SUITE 201
SAINT LOUIS, MISSOURI 63101
TEL 314-241-3777 FAX 314-241-5969

Bob,

I wanted to drop you this quick note to thank you for all the help you've provided me in building our business here in St. Louis.

As you well know, getting the right "people on the bus" is the absolutely most critical success factor in building a professional services firm like ours. But while I know it's important, I just haven't had the time to focus on it. You have provided that focus and it has been invaluable.

What's more significant than your focus on the function of sourcing staff is your focus on the marketing and communications industry. Because of your focus, you understand intimately what I need and have been able to find not only people, but the people with the right skills, experience and temperament for the unique challenges we face in this industry. As a result, the people you've helped me hire are my best people.

On top of all of this, I've really enjoyed our friendship and the conversations we have had about my vision for this office. You're a heck of a sounding board. Thanks for all you've done and all you're doing.

Very best,

Andy

Andy Parham
Managing Director, VSA - ST LOUIS



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