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June 10, 2011

To Whom It May Concern:

Dear Sir/Madam:

Weber, Kracht & Chellew is a mid-sized law firm focusing its general civil practice in the suburban counties surrounding Philadelphia. When we decided to implement a comprehensive employee personnel handbook, McCloskey Partners provided us with the background and guidance we needed, and then worked with us to develop and customize policies and procedures designed for our particular needs. McCloskey Partners also introduced the handbook to our staff in a very understandable and professional face-to-face presentation.

We continue to use McCloskey Partners as a resource for troubleshooting our human resource needs on an ongoing as-needed basis. I do not hesitate to recommend the company to our local colleagues and associates for their human resource needs as well.

Very truly yours,

WEBER, KRACHT & CHELLEW

A handwritten signature in black ink, appearing to read 'Joseph A. Chellew, III', written over a circular scribble.

Joseph A. Chellew, III
Managing Shareholder