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May 7, 2012

Dave Nolan  
*Executive Vice President*  
HORIZON HOSPITALITY  
Recruitment and Talent Acquisition for Destination  
Marketing Organizations & Chambers of Commerce

Dear Dave,

I have just completed what is definitely the highlight of my 31-year working career, and I owe you and Horizon Hospitality Associates all the credit.

The experience I recently had with you as I pursued the position of President/CEO of the Tacoma (Washington) Regional Convention and Visitors Bureau can be boiled down to one word – incredible.

I'm ecstatic that I became Tacoma's candidate of choice, but am equally pleased that I had the opportunity to do this under your able guidance. As a person who has literally been out of the job search process for nearly 12 years, I didn't realize how much the world had changed as it relates to the tools used as part of the screening process, such as online surveys, skills assessments, personality profiles, and especially group interviews via Skype™. But because of your experience with this industry, you literally anticipated my questions and concerns at every step and removed the tension from what could potentially be a very stressful process.

Dave, you are a patient, organized, prompt, and insightful professional. You possess the perfect balance of representing the interests of the employer and the concerns of the applicant, and I can't ever talk about my move to Tacoma without talking about you and Horizon Hospitality Associates. The windfall for me is that I feel I've made a friend for life.

By the way, I have already recommended you to the organization that I'm leaving, because I know they'll be in good hands as they search for a new Executive Director.

With endless gratitude,

A handwritten signature in black ink that reads "Bennish D. Brown". The signature is written in a cursive style.

Bennish D. Brown