



Cosmo Sports
1690 Bonhill Road
Mississauga, Ontario
L5T 1C8

June 24, 2009

Attention: Bryan McGahey

Reference: The successful hiring of our Executive Director

Dear Bryan

As we have now completed the successful hiring of our new Executive Director, I wanted to take this opportunity to thank you for the excellent services that Cosmos Sports provided to BC Water Polo.

Our initial approach was to handle the hiring process ourselves by posting the position on numerous websites; a process which resulted in a total of 6 responses. With these few candidates to select from, we recognized that we needed assistance. While Cosmos's fee of 5% of the first year's salary was originally viewed as expensive, our initial discussion with you sold us on the value of Cosmos's services.

As a result of engaging Cosmos Sports in the hiring process, we increased the responses to 19 candidates from which we short-listed 4 individuals to interview. We have now successfully hired our preferred candidate; an individual that was identified through Cosmos's networking.

Thanks for all your efforts and your guidance through this process. I will recommend Cosmos's services to other sports organizations.

Yours truly,

A handwritten signature in blue ink, appearing to read "Gord Ruffo". The signature is fluid and cursive, with the first name "Gord" and last name "Ruffo" clearly distinguishable.

Gord Ruffo
Past President
BC Water Polo Association