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MARK B. HILLIS
MANAGING PARTNER

March 30, 1995

Mr. Sandford A. Lechtick
President
Esquire, Inc.
22222 Sherman Way, Suite 202
Los Angeles, CA 91303

Dear Sandy:

Over the years, we have been contacted by search firms across the globe. As you know, Bryan Cave is a 400 lawyer, international law firm with offices in Frankfurt, Hong Kong, Dubai, Riyadh and London, as well as 9 major cities in the United States.

Esquire Legal Search Consultants has been very effective in providing search services to us.

Recently your firm was involved in facilitating the merger of Layman, Jones & Dye, a top Southern California corporate firm, with Bryan Cave. For the last two years, we had been looking for the right group of lawyers who would enhance our transactional practice in Orange County. The compatibility in clients, philosophy, management style and culture between the two firms is an excellent fit and demonstrates your firm's understanding of our growth efforts.

As managing partner of Bryan Cave, I would like to thank you and Esquire, and you in particular for introducing us to such a fine group of lawyers who will make a significant contribution to our objectives in Southern California.

Sincerely yours,



Mark B. Hillis
Managing Partner
Bryan Cave