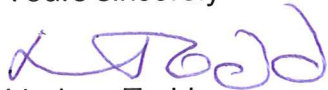


21<sup>st</sup> July 2011

To who it may concern

We first approached James Andrews Recruitment Solutions some time ago with a new role for our organisation, which lead on to them assisting us with some more diverse roles in a relatively short period of time. In all cases, customer service was at the fore front of working with us, the team there are excellent relationship builders, with frequent contact and excellent turnaround times in sourcing candidates. We have also been impressed with their seemingly limitless ability to turn their hand to almost anything, including specialist and niche roles. On this basis we would be happy to recommend James Andrews on a range of different recruitment needs, not just for the more usual housing roles.

Yours sincerely



Lindsay Todd  
Strategic HR Manager