

June 16, 2016

Re: Jim Blair

To whom it may concern:

My name is Steffen Kosir and I am the Vice President, General Manager for Pfeilring of America. I had the pleasure of meeting Jim Blair when I was CEO for another Germany company, Hailo LLC originally based in New York. While going through the relocation process I met Jim in Georgia, where he proceeded to walk me through the process of relocating the company.

During this arduous process, Jim explained my best options among many states and also helped me focus and fine tune my selections, from the state, to the city, including site selections. We decided to move from New York and with Jim's experience, we were able to narrow the choices down and find the best building for our growth and were able to create 200 jobs in the process. His easy going down to earth demeanor made us feel comfortable and I could see he really enjoys his work. His competence and professional guidance through the process, especially his insight of the US structured incentive programs while understanding European clients from a cultural aspect is invaluable.

Jim's professional relationships and exceptional character created a platform for us to be able to get the best opportunities to expand our business. He is extremely knowledgeable about the inner workings of relocating a company well as negotiating the best possible scenario for our needs to ensure we would find the best fit. So when I began at Pfeilring and determined that we needed to relocate to ensure growth for the company, it was a logical choice to contact Jim again.

He was instrumental in obtaining us the best relocation package possible before and now we are going through the process again and adding 100 employees.

Jim Blair has been an outstanding resource and I wholeheartedly recommend him as an invaluable asset. Not only is his knowledge of the entire process from start to finish exceptional, but he is a wonderful and honest person. I would be happy to speak to you if you need further information.

Respectfully Yours,



Steffen Kosir  
Vice President, General Manager  
Pfeilring of America