

February 14, 2011

Scott Kurinsky
Senior Vice President
Bear Construction Company
1501 Rohlwing Road
Rolling Meadows, IL 60008

RE: 200N LaSalle, Chicago Project on behalf of CareerBuilder LLC

Dear Scott:

In 2008, Careerbuilder entered into a contract with Bear Construction for the rehabilitation and construction of existing office space at 200N LaSalle for the purposes of relocating, consolidating and expanding the national corporate headquarters of Careerbuilder LLC. The construction project consisted of 150,000 sf with an overall budget of \$12M over a 12 month process.

Additionally this project was under City of Chicago regulations due to TIF funding (\$1.2M) and LEEDS certification requirements. Bear Construction was under strict adherence to all things TIF (minority hiring of sub contractors, hourly timekeeping mandated by TIF, etc). LEEDS documentation, reporting, photos of recycling program. During the hectic timeframe to complete 24ksf of several floors, Scott never wavered in his personality, disposition. It was always, not to worry, we'll get it done! To the benefit of Careerbuilder, the project was successfully completed on time and under budget.

Our 200N location is a masterpiece of excellent project management, vendor coordination and working together internally (IT, Facilities) and externally (sub-contractors, bldg mgmt).

The end result, Careerbuilder obtained approval from City of Chicago for TIF and we received LEEDS certification in 2010 for our project.

Lastly, our floors are spectacular!

Thank you, Scott Kurinsky and Bear Construction for the professionalism displayed during all phases of our rehabilitation project.

You guys rock!

For direct discussion, related to Bear Construction, please contact me at below.

Very Truly Yours,



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