

HEIDRICK & STRUGGLES

Michael Nieset
Partner

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To Whom It May Concern:

I personally recruited Kurt Stahl to work directly for me in 1990, and he remained on my team for nearly six years. He progressed from a new Loan Officer, new to the mortgage origination business, into the top producing Loan Officer for our Midwest Region – among 75+ Loan Officers over 17 different markets within the region. He worked for me initially at Empbanque Capital Corporation, which was later acquired by Columbia National Mortgage Corp.

It didn't take long for Kurt to understand the nuances of the mortgage business, and begin to put his energy and competitive spirit to work. Within about a year, he was consistently challenging for the top originator position in our Chicagoland operation – about five offices across the metropolitan market. From there, Kurt was either #1 or #2 every month for the duration of his tenure with me. Not only was he the most productive, he was also one of the most profitable. Because of the trusted relationships he built amongst the real estate agents and builders in the area, Kurt was not subjected to the same pricing pressure as other originators. His reputation for follow through, preparedness, and quality earned him the right to premium price in a very competitive market.

In addition to his own production, Kurt played a role in recruiting other top professionals to my team further adding to the company's bottom line. He was a leader on my team, and rarely did he beg privilege based on his status...which many or most of my top producers would regularly do.

I left the mortgage industry in 1996 and have spent the last 13 years as a Partner in a global executive search firm. My business now is assessing and recruiting executives for CEO and other executive roles in technology companies. My success early in my career in assessing and recruiting talent for my own organizations led me to this field. I can wholeheartedly say that Kurt Stahl was one of my best hires when I was in the mortgage industry. In fact, upon his return from Russia in the last few months I selfishly tried to get him to consider executive search. I have not had that thought about anyone from my previous 'mortgage-life' – but it was obvious to me that Kurt will be successful in whatever he chooses to pursue. That's the best recommendation I can provide.

Please feel free to contact me with any questions regarding Kurt Stahl by email at MNieset@heidrick.com or through my office at 216-357-2141.

Sincerely,



Michael Nieset