

February 20,2009

To Whom It May Concern:

Plantronics, Inc. would like to formally recommend Wald, Ruhnke & Dost Architects for their project management services. Plantronics Inc. is an international designer, manufacturer and marketer of lightweight communications headset products. Starting in September of 2008, WR&D Architects provided construction management services for the last phase of a tenant improvement project at our corporate headquarters in Santa Cruz, California.

The project involved the reconstruction of a 12,500 square foot office building. WR&D responded quickly to our needs from the outset of the project, mobilizing in less than a week. They provided comprehensive support throughout the construction process, walking us through every decision and informing us of issues as they came up.

WR&D understood how important it was to maintain our construction schedule and finish the project as quickly as possible. They were always looking for ways to increase efficiency and expedite the construction process. They resourcefully coordinated the schedules of contractors involved with the project, enabling us to meet critical deadlines. Their attention to detail alerted us to any inconsistencies between the design process and the construction process. This oversight allowed us to take the appropriate steps to address challenges, saving us time and resources.

We greatly appreciated their efforts in accommodating our staff, which was operating within the building and utilized conference rooms that were undergoing reconstruction. WR&D respected our staff members by keeping noise levels as low as possible and scheduling conference room upgrades around our meeting times.

We are very satisfied with the outcome of the project and it is my pleasure to recommend Wald, Ruhnke & Dost Architects for their capital management services.

Sincerely,  
Bruce Kissell  
Sr. Facilities Manager  
Plantronics Inc.