

CASSIE THOMAS VICE PRESIDENT HUMAN RESOURCES

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Matthew R. Grabell, Esq. **Employee Relations Solutions** Two University Plaza, Suite 507 Hackensack, New Jersey 07601

Dear Matthew:

My appreciation for your services is long overdue. From your first presentation to our New York staff at CBS Television Distribution in 2009, you have proven to be an effective resource. You have since educated and trained our employees and management staff at The Dr. Phil Show, Inside Edition, The Doctors, NCIS, The Talk, and Judge Joe Brown in California.

I have also valued your keen insights into the various aspects of the ever changing world of employment law. Whenever I raise a current situation that I am working on, you manage to provide a unique perspective for me to think about. Your anticipation of issues that need to be addressed has been extremely helpful. I know that I can count on you to be available on a 24-hour basis to assist with any employment questions I have.

Over the years, you have become more than a valued resource; you are a true friend.

I look forward to our continued relationship and I would be happy to be a reference for you.

Casse Domas Sincerely,