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**June 3, 2009**

**Karyn Moltzen  
Workforce, In  
Missoula, Montana**

**Dear Karyn:**

**Thank you for meeting with me this morning for our monthly discussions on worker's compensation, human resources and loss prevention as a whole. I just have to document for posterity and anyone willing to listen or read this letter how refreshing it is to work with such a pro-active employer and business that takes into account it's clients, employees, safety and overall concerns.**

**I know in these times all businesses strive to make ends meet and the bottom line is profit margin. It would seem few businesses take the time such as yourself to see that the costs of prevention and hard work up-front can be seen in extreme savings for the long term in turnover, worker's compensation, internal problems and HR mistakes.**

**In these hard times, a business such as yourself can be a lifesaver, allowing a client-company to fill positions on temporary status rather than risking regular hires on a volatile market with potential HR concerns of hiring, firing and layoffs coming with economic cutbacks. You further reduce the risks by your proactive approach to your staffing, a method not used by most in your market place.**

**I have used your service for many years and will continue to do so for the professionalism and quality people you have staffed with us. At this time I still have 4 full time professional employees rolled over from your temporary staffing and will continue to send anyone in need to your business whether looking for jobs or looking for help.**

**I think the most impressive service - though everything you do is impressive - is the fact you not only weed out potential employee problems but you train and accept only the best in employer/client-companies for this work. There are too many in your business that cut corners, staff warm bodies to anyone wanting them regardless of fit and it creates pain and suffering for many down the road usually ending in my lap as either worker's compensation, litigation, internal theft or HR employee issues.**

**Keep up the excellent work and doing what is not only common sense but also what is right - not things I take for granted in this day and age. Feel free to share this letter with anyone that will read it or hand out my phone number to those with questions.**

**Thank you for what you do.**

**Sincerely,  
PUTMAN & ASSOCIATES**

**Mike Weigel**